

Mandatory retirement high on Council agenda; CAUT Committee would fund Charter test case

by Donald C. Savage
Executive Secretary/CAUT

Some universities are reported ready to argue that the new section of the Canadian Charter of Rights that prohibits discrimination on the basis of age does not apply to mandatory retirement of university faculty. The CAUT is prepared to support a test case on this through the Legal Defence Fund of its Academic Freedom and Tenure Committee. However, a decision by the courts may take several years, and CAUT has mapped out a series of defence tactics for faculty who may be facing unwelcome compulsory retirement in the interim.

The equality provisions of the Charter came into effect on April 17. Section 15 says:

"(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without

discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability."

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvan-

taged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability."

CAUT policy

CAUT has endorsed a policy of voluntary retirement since 1979. In its brief to the Special Senate Committee on Retirement Age Policies (the Croll Commission), CAUT argued for:

"a flexible system which would allow early retirement without actuarial penalty, and equitable voluntary half-time status, an adequate pension at 65 for those who wish to

retire at that age, and the right for those who desire and remain capable of doing so to continue in employment."

This position was based on the general argument that mandatory retirement is discriminatory because it requires a person to retire at a particular age, regardless of his or her capabilities and financial resources. Continued employment, with all its economic benefit, social status, and job satisfaction is denied to individuals on the basis of generalized actuarial assumptions about competence and productivity.

There is no basis on which to conclude *a priori* that individuals become relatively in-

competent upon attaining some arbitrarily chosen age. Individuals age at different rates and it is common for older persons to be vigorous intellectually and physically. There is an interesting discussion of this in S. Cole, "Age and Scientific Performance" in the 1979 *American Journal of Science*.

The first step

Faculty members facing compulsory retirement despite the Charter and the CAUT policy and who wish to continue their service at the university, naturally wish to know what they can and should do in this circumstance. The first thing they should do is consult their

local faculty association. CAUT has sent materials on this question to all faculty association.

If you live in Québec or Manitoba, compulsory retirement is already illegal. In the case of Québec there is a provincial law on this matter, and in Manitoba there has already been a court decision. (*Machtyre v. University of Manitoba*). The Federal Charter applies in Manitoba, but Québec has decided to opt out of all aspects of the Charter.

CAUT has indicated that it is prepared to take a test case on this question to the courts, through the Legal Defence Fund of the Academic

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CAUT inquiry recommends reform of procedures at the University of Moncton

The CAUT report on freedom of expression at the University of Moncton made public April 11, was couched in conciliatory tones, but included a big stick in the form of seven recommendations on reform of faculty-student-administration relations.

The report was written by Professors Alain Pruijner and Roger Clark for CAUT's Academic Freedom and Tenure Committee. Pruijner is with the Faculty of Law at Laval; Clark teaches at Memorial.

The inquiry was requested by the university faculty association because of a series of problems at the university going back to the late 1970s. Some involved the handling of faculty contracts, especially the actions of the administration in certain cases of tenure. Other faculty problems included questions pertaining to the marking of student examinations, the evaluation of professors, and the control of research.

Ces heurts se sont traduits par un ensemble de grèves d'occupation, d'expulsions, de réadmissions, et autres choses du même genre. Des allégations selon lesquelles

Conflits avec les étudiants

Plus spectaculaires étaient les problèmes tenant à des conflits entre les étudiants et l'administration. Les étudiants et l'administration se sont heurtés un certain nombre de fois au sujet de l'augmentation des frais de scolarité.

Ces heurts se sont traduits par un ensemble de grèves d'occupation, d'expulsions, de réadmissions, et autres choses du même genre. Des allégations selon lesquelles

Voir MONCTON/20

Students also troubled

Conflict between the students and administration has also been chronic, producing a number of dramatic show-downs. There were head-

the style of the administration, others to a lack of reasonable procedures to deal with conflict on the campus.

Prof. Pruijner pointed out at the press conference on the inquiry's findings that there will always be conflict on university campuses; they would be dead if that were not the case. The important point was to have a milieu and a set of procedures which ensured that dialogue could take place, and that the rights of those concerned were protected.

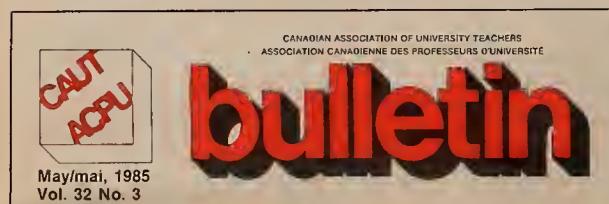
The committee also considered a number of complaints against the faculty association and dismissed most of them, but in one case found that the executive had been excessive, premature,

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Université de Moncton: L'ACPU propose des réformes de procédures

Sept recommandations se dégagent d'un rapport établi par le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU sur la liberté d'expression à l'Université de Moncton.

Le rapport découle d'une série de problèmes des professeurs et des étudiants de l'université qui remontent aux

UK system races with catastrophe

British higher education is in a race with catastrophe. Spending on education has increased by a derisory 1 percent over the last five years, while defence spending has grown by 23 percent. The Association of University Teachers (AUT) is locked in trench warfare with government and its granting agencies, and the issues are much the same as those confronting academe everywhere, including Canada — underfunding, accessibility, faculty reductions, research cutbacks, attacks on tenure. See page 4.

dernières années 70. Certains concernaient la gestion des contrats des professeurs, notamment les actes de l'administration dans certaines affaires de permanence. D'autres problèmes des professeurs concernaient des questions relatives à la notation des examens des étudiants, l'évaluation des professeurs et le contrôle de la recherche.

By Michelle Morissette
Bulletin Correspondent
VANCOUVER — While Universities Minister Pat McGeer was circulating a letter defending the provincial budget, the UBC faculty association was calling for his resignation. Association members voted non-confidence in McGeer, and asked the provincial government to appoint someone with a better understanding of universities.

McGeer sent a letter to all faculty members in British Columbia, which a spokesman said was to clear up "the

rumors and misunderstandings (about the March 14 provincial budget) which Dr. McGeer felt were inaccurate.

To little, too late

Sidney Mindess, president of the UBC faculty association, said that while a majority of his members had not received McGeer's letter when they voted for his resignation, their attitude was not likely to change after reading it.

He said the group's non-confidence vote stemmed from McGeer's "cavalier" attitude toward the university community and his backing of the government decision to

reduce university funding levels.

Dr. McGeer seems to be unaware of the fact that current funding levels are responsible for many top scholars leaving the province," said Mindess. "There is a great deal of anger over his flippant remarks on the departure of George Pedersen, one of those top scholars and yet he never even commented on the issue of people leaving B.C. in his letter."

UBC president George Pedersen resigned from his post March 7 to become president of the University of

Western Ontario. He said government cutbacks were making his job impossible.

Level of mistrust

Mindess said he didn't know why McGeer had sent the letter at all since it was simply a restatement of the government's position: "It hasn't added anything new and it hasn't had any effect. People here will continue to mistrust him."

Neither the University of Victoria nor Simon Fraser University faculty associations plan a similar call for the minister's resignation.

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Le carnet du lobbyiste

par Donald C. Savage

30,9 millions au Conseil de recherches médicales en 85/86: L'hon. Jake Epp a annoncé en avril que le gouvernement donnerait 30,9 millions de plus au CRM. Le financement du Conseil se divise en deux catégories: financement de base régulier et programmes additionnels de nature incertaine. Les 30,9 millions rétablissent cette dernière catégorie. L'ACPU de même que d'autres organisations telles que la Fédération canadienne des sociétés de biologie et le Conseil de biologie du Canada ont mené des pressions en faveur de cet argent. Son rétablissement avant le budget a été particulièrement réjouissant. La collectivité de la recherche médicale espère que ces fonds deviendront permanents dans le budget de 1986/87.

Le CRSNE reçoit 20 millions: En mars, l'hon. Tom Siddon a annoncé l'octroi de 20 autres millions au Conseil de recherches en sciences naturelles et en génie pour 84/85. En décembre, il avait dit dans sa déposition devant le Comité des prévisions budgétaires en général que cela se produirait peut-être. La collectivité scientifique en a été fort réjouissant. L'ACPU a, en tant que membre du Consortium national, instantanément demandé ces fonds. Une lettre commune du Consortium a été adressée au gouvernement sur la fin de décembre. Cependant, ces fonds n'ont pas été inscrits dans le financement de base permanent et, s'ils ne sont pas répétés l'an prochain, il y aura baisse du financement réel du Conseil même si ses fonds de base augmenteront de 3%. Les fonds additionnels vont servir à l'achat d'équipement.

Rumeurs au sujet des plans quinquennaux: D'après les rumeurs qui circulent actuellement à Ottawa, le gouvernement fédéral projette de publier une déclaration générale sur le soutien fédéral

destiné aux sciences universitaires ainsi que des annonces sur les plans quinquennaux. Il semble improbable que la chose soit annoncée dans le budget; elle sera plutôt au début de l'automne.

Le CRSHC et son plan quinquennal: L'ACPU a longtemps dit au gouvernement fédéral et au Conseil de recherches en sciences humaines du Canada qu'il est très difficile de formuler des observations sur les mérites du plan envisagé quand on ne peut l'obtenir pour l'étudier. M. Taylor, président du Conseil, a récemment fourni un sommaire détaillé du plan. La Fédération des sciences sociales et la Fédération canadienne des études humaines ont tenu des réunions pour discuter du plan. L'ACPU va aussi étudier le plan et formuler des observations.

Droit d'auteur: L'ACPU a participé à une réunion, convoquée par la Conférence canadienne des arts, sur la politique fédérale en matière de droit d'auteur. M. Howard Snow y a assisté pour le compte de l'ACPU. Depuis, l'ACPU s'est jointe à l'ACTR dans un mémoire commun présenté au comité parlementaire qui étudie la question. La réforme du droit d'auteur est à l'ordre du jour à Ottawa depuis plus de dix ans, mais il ne s'est accompli absolument rien. Cette fois-ci, cependant, il semble qu'il y a quelque chance que le gouvernement adopte une nouvelle loi.

Les forces de sécurité: L'ACPU n'est pas restée les bras croisés depuis sa réunion de cette année avec M. Finn, le directeur des nouvelles forces de sécurité. L'ACPU cherche à obtenir du Premier ministre l'assurance que l'entente Laskin-Pearson, que l'ACPU a négociée avec le gouvernement fédéral au sujet du rôle de la GRC dans les universités, ainsi que sa prolongation par M. Trudeau, qui y a inclus toutes les forces de sécurité, vont se continuer sous le gouvernement conservateur. L'ACPU cherche à obtenir certains éclaircissements au sujet de la législation récente pour ce qui est des universités et des professeurs et a dit à M. Finn qu'elle serait heureuse de pouvoir participer au programme de formation des forces de sécurité.

Le Rapport Johnson: Peu de commentaires publics ont été formulés sur le rapport présenté au Secrétaire d'Etat par M.A.W. Johnson sur le

financement fédéral-provincial des universités. C'est peut-être parce que les sommes considérables en cause (plus de deux milliards en argent et en montants équivalents de points d'impôt) sont trop intimidantes. Cependant, il a paru un éditorial généralement favorable de Lise Bissonnette dans *Le Devoir* et l'AUCC s'est publiquement réjouie du document. Le rapport sera discuté à la réunion du début de mai du Conseil de l'ACPU à une réunion des associations provinciales avec les dirigeants nationaux de l'ACPU, le 18 mai. M. Johnson a parlé du rapport à une réunion de la Société pour l'étude de l'enseignement supérieur. Il a aussi été entendu par le Comité des finances du Sénat. La discussion intervenue au Sénat avec M. Johnson vaut bien la peine qu'on y jette un regard dans le harsard.

Brochure de l'ACPU sur la recherche: L'ACPU a confectionnée une brochure sur la recherche afin d'aider ceux qui font peut-être du lobbying auprès du gouvernement fédéral ou de la Chambre des communes. La brochure indique l'envergure de la recherche universitaire et a été rédigée par M. Bob Moore du bureau central de l'ACPU. Une brochure renfermant les propositions de l'ACPU au sujet du financement fédéral-provincial de l'enseignement postsecondaire est en cours d'élaboration.

L'opposition libérale: Les dirigeants de l'ACPU ont rencontré le très hon. John Turner, qui a dit que la politique universitaire doit figurer au premier plan dans l'examen et le renouvellement du programme du parti. Il a invité l'ACPU à faire connaître ses vues à tous les échelons de cette réflexion.

Réforme parlementaire: L'ACPU a participé, en tant que membre du Consortium national, à une lettre collective à l'hon. James McGrath qui préside le Comité de la réforme parlementaire des Communes. La lettre demandait au gouvernement de créer un comité parlementaire permanent des sciences, de la recherche et de la technologie auquel les trois conseils subventionnaires, le Ministère d'Etat aux Sciences et à la Technologie et le Conseil des sciences rendraient compte. Le ministre d'Etat aux Sciences et à la Technologie, M. Tom Siddon, et le président du Conseil des sciences, M. Stuart Smith, ont demandé la chose.



Lobbyist's notebook

by Donald C. Savage

\$30.9 million for Medical Research Council: The Hon. Jake Epp announced in April that the government would give the MRC an additional \$30.9 million in 1985/86. MRC funding is divided into two categories — regular base funding and additional "soft money" programs. The \$30.9 million restores the latter category. CAUT along with other organizations such as the Canadian Federation of Biological Societies and the Biology Council of Canada have been lobbying for this money. Its restoration prior to the budget was particularly welcome. The community hopes that in the 86/87 budget the money will become permanent.

NSERC receives \$20 million: In March the Hon. Tom Siddon announced an additional \$20 million in 84/85 million for the Natural Sciences and Engineering Research Council. In December he had suggested in his testimony to the Miscellaneous Estimates Committee that this might happen. It was greatly welcomed by the scientific community. CAUT, as part of the National Consortium, pressed strongly for this funding. A joint letter from the Consortium was sent to the government in late December. However, the money was not built into the government budget. Unless it is repeated in 85/86, there will be a decrease in actual funding of the Council even though its base funds will rise by 3 percent. The additional funds will be used for equipment purchase.

Rumors about the Five-Year Plans: Rumors currently circulating in Ottawa suggest that the federal government is planning a general policy statement on federal support of university science, along with

announcements on the five-year plans. It seems likely that this will be announced sometime in the early fall rather than in the budget.

SSHRC and its Five-Year Plan: CAUT has for a long time suggested to the federal government and to the Social Sciences and Humanities Research Council that it is very difficult to comment on the merits of the proposed plan when it is not available for study. Dr. Taylor, the President of SSHRC has recently made available a detailed summary of the plan. Both the Social Science Federation and the Canadian Federation for the Humanities have held meetings to discuss the plan. CAUT will also be studying the plan and making comments.

Copyright: CAUT participated in a meeting called by the Canadian Conference for the Arts on federal copyright policy. Howard Snow attended for CAUT. Since then, CAUT has joined with ACTRA in a joint presentation to the parliamentary committee studying this matter. Copyright reform has been on the agenda in Ottawa for over a decade with absolutely nothing to show for it. However, this time it appears as though new legislation has some chance of being passed by this government.

The Security Forces: CAUT has been following up its meeting this year with Mr. Finn, the head of the new security service. CAUT is seeking assurances from the Prime Minister that the Laskin/Pearson agreement, which CAUT negotiated with the federal government on the role of the RCMP on the campus, plus the extension of this understanding given by Mr. Trudeau who included all security forces in its ambit, will continue under the Conservative government. CAUT is also seeking some clarification of the recent legislation as it might apply to universities and to professors, and has suggested to Mr. Finn that it would welcome the opportunity to participate in the educational program of the security forces.

The Johnson Report: There has not yet been much public comment on the report to the Secretary of

State by Dr. A.W. Johnson on federal/provincial financing of universities. Perhaps the large sums of money involved (over \$2 billion in cash and equivalent amounts in tax points) are too intimidating. However, there has been a generally favourable editorial in *"Le Devoir"* by Lise Bissonnette, and AUCC has publicly welcomed the document. The Report will be discussed at the CAUT Council in early May and at a May meeting of provincial associations and CAUT national officers. Dr. Johnson has spoken about the report to a meeting of the Society for the Study of Higher Education. He has also testified to the Senate Finance Committee. Both CAUT and AUCC will also be testifying to the Committee. The discussion in the Senate with Dr. Johnson is well worth a glance at the Hansard.

CAUT Pamphlet on Research: The CAUT has produced a pamphlet on the range of university research to assist those who may lobby the federal government or Members of Parliament. It was prepared by Bob Moore in the CAUT Central Office. A pamphlet on CAUT's proposals in regard to federal/provincial financing of postsecondary education is in production.

The Liberal Opposition: CAUT officers met with the Rt. Hon. John Turner, who indicated that university policy would be central to the process of policy review and renewal in which the party is engaged. He invited the CAUT to discuss its views at every level of the review process.

Parliamentary Reform: As part of the National Consortium, CAUT joined in a letter to Hon. James McGrath, Chairman of the House of Commons' committee on parliamentary reform. The letter called on the government to create a parliamentary standing committee on science, research, and technology to which the three granting councils, the Ministry of State for Science and Technology, and the Science Council would report.

British professors in Catch-22 fix while politicians con the voters

by Diana Warwick
General Secretary/AUT

British higher education is in a race with catastrophe. Spending on education has increased by a derisory 1 percent over the last five years, while defence spending has grown by 23 percent. The Association of University Teachers (AUT) is locked in trench warfare with government and its granting agencies, and the issues are much the same as those confronting academics everywhere, including Canada — underfunding, accessibility, faculty reductions, research cutbacks, attacks on tenure.

Twenty years ago the "Robbins principle" was first established as the basis for access to university, and all political parties accepted that there should be expansion of the system. The role of government was to provide the funding, but actual spending was controlled by the University Grants Committee (UGC), a body charged with distributing the new-found funds. There is no doubt that for British universities this was a time when they'd "never had it so good."

Riches to rags

Universities were guided by successive UGC Quinquennial (five-year) Plans. The quinquennial plan beginning in 1972/73 had envisaged a continuing increase in student numbers and provided appropriate funding.

By 1976/77 the quinquennial plan had collapsed, to be replaced by a system of cash limits which the government was hoping would reduce and control both the level of public expenditure and the inflation expectations which were causing it to escalate.

Following the Robbins expansion, universities were expected to deliver the goods in terms of economic growth through a highly educated workforce and industrial innovation from university research. The disappointing British economic performance

of the late 1960s and early 1970s led to much disillusionment with these beliefs. The general political discontent which swept the west's campuses only added to the mistrust which industrialists and politicians began to have of universities and their products.

The axe falls

These problems were suddenly and dangerously exacerbated when the government decided in 1979 to introduce a policy of full-cost fees for overseas students, and set out to withdraw from universities at full average cost the element of recurrent grant supposedly representing the subsidy to overseas students from 1980 onward.

Worse was to come with the election in 1979 of a Tory Government committed to slashing all public expenditure.

In July 1981, the University Grants Committee set out to cut university funding 9 percent but ranging up to 28 percent. Universities are currently operating on a severely depleted financial base as a result of these 1981 cuts as well as the introduction of full-cost fees for overseas students and their resulting drop in numbers. This has reduced the finance to the system by up to 10 percent in the years 1979/80 to 1983/84.

Immediately before the 1983 general election the government promised future level funding. This promise has been abandoned; preliminary indications of future recurrent grant for 1987/88, together with cuts in this year's recurrent grant amount to a reduction of about 2.67 percent from the current level of funding.

An easy target

In many ways the universities were and may still be an easy target, especially if cuts are imposed in terms of limited alternatives such as old age pensions and hospital beds, but these alternatives always

stop short at defence expenditure. The government pleads poverty and what the taxpayer can afford, but a recent consultative paper on public expenditure shows clearly where its priorities lie. Over the last five years spending on defence has increased in real terms by 23 percent compared with a derisory 1 percent for education.

Despite the steady rise in the number of students with two or more A-level passes, the numbers accepted by universities have fallen. The competition for places has increased to the point where selectors are having great problems relying on fine shades of difference between excellent grades.

AUT estimates that about 25,000 well qualified youngsters have been denied places in the universities since the UGC imposed cuts in student numbers in July 1981. University education is being denied to many people who have come to expect it, and who would certainly have had such an opportunity in the days when the Robbins principle was actually applied.

Access smokescreen

Over the last year the government has spent considerable effort in creating a statistical smokescreen, designed to con us all into believing that as the 18-year-old population falls over the next decade the demand for places in higher education will also fall. The Department of Education refuses to accept that over the next 10 years the demand from women for higher education will equal that from men.

There are also many other groups seriously under-represented in universities, particularly working-class youngsters and ethnic minorities. The Association has been pressing the case that all these groups should have equal opportunities and positive encouragement to enter universities, and this should be extended to married women who missed out in earlier life.

The problem we face is that

the government is more concerned in complying with cash limit restrictions than in developing a coherent plan for higher education.

British not best

Britain's major resource remains its workforce. The maintenance and improvement of our economic standing in world terms depends on a highly educated and skilled workforce, and also on our ability to compete in world markets.

Yet many industrialists are already warning of shortages of graduates in various subjects, including Information Technology. The lack of skilled personnel is seen as the biggest obstacle to the introduction of microelectronics in industry. The demands of the UK information technology industry for new electronics and software engineers are not being met. This year the industry expects to need 6,000 trained graduates, yet only 4,000 will be available.

Research collapse

Research is funded by the University Grants Committee and from finance made available by the state through bodies known as the Research Councils. The Research Councils are subject-oriented and give grants to support specific areas of research. From this will be seen that there are two sources of support for research in universities and this has come to be known as the "dual support system."

The dual support system is intended to ensure that a solid base of research exists in universities, with all staff having access to reasonable research facilities. Because of the cuts in universities' income this system has virtually collapsed.

M'Lord's illusion

It is important that there should be research across a broad front because it is in the nature of research that developments in one field can produce results in other apparently unrelated fields. Excessive selectivity can damage such cross-fertilization.

The Secretary of State, Sir

Keith Joseph, has the illusion that the missing funds to support research can or will be met by industry. No matter how much time is diverted by academics from research to chasing funds from industry, such private money can never replace, or make a significant dent in, the need for proper government funding.

It is not the function of British industry to finance the fundamental research carried out in our universities. Most private income is given for a specific purpose: for a specific piece of research or to fund a chair, not as a contribution toward everyday running costs. It is unrealistic to "hope" that sufficient income can be raised privately.

Litanies of woes

The Secretary of State has suggested that universities should reduce their dependence on public funds, a notion which is being packaged as greater freedom from central control by the Department of Education and Science and the University Grants Committee. But there is no place in education for the government's political policy of privatization.

By the end of this year over 11,000 jobs in the university system will have been lost. Over 4,000 highly qualified teaching and academic support staff will have been forced to take early retirement or so-called voluntary redundancy. The staff/student ratio has collapsed sharply.

Lecturers are demoralized with poor career prospects and no time to conduct research. Secretarial and technical support services have been reduced to skeletal level. Vital maintenance is being neglected. Learned journals have been cancelled and there is little money to buy new books. Administrative and library staff are overworked.

Scraping tenure?

Sir Keith Joseph now intends to introduce legislation into Parliament which will effectively abolish tenure.

Besides the very real need to



Diana Warwick

protect the critical independence of individual academics, academic freedom is vitally concerned also to preclude, or at least inhibit, the over-hasty suppression of subjects and lines of study and research. The dangers to individual disciplines or parts of disciplines may come from any number of sources — governmental expediencies and whims, social prejudices, managerial enthusiasm, disliking and intolerance.

A reasonable security

The security enjoyed by university academics is in no way different to that of the civil service or hospital doctors. Tenure does not operate without checks and balances on performance. There is a three-year probationary period.

This is a longer preparation than any other profession and, with the average age of entry at 30, it comes after lengthy opportunities in earlier training for assessment of many academic skills. There are also accepted good causes for dismissal if there is evidence of conduct constituting failure or inability of the person to perform the right duties of their office.

The unsuitable, the incompetent, and the incompetent are not shielded by tenure.

Term contracts

In addition to attacks on the tenure of permanent staff, there is an increasing number of university staff on fixed-term contracts, a situation which both undermines the conditions of employment of

See BRITISH/18

from 1/McGeer explains; faculty turn thumbs down

although University of Victoria association president William Pfaffenberger applauded the action.

"I think it is most appropriate," he said. "That is a part of the way a university runs — faculty members are judged by peers, hired and promoted by peers. He has been judged by his peers. When presidents are asked to resign, they normally do. We'll have to see what his reaction is."

McGeer was out of town and could not be reached for a comment.

Frosty reception

Both UVic and SFU facul-

ty associations had a frosty response to McGeer's letter.

"I don't think the letter held any surprises. All the information was basic data already known," said UVic's Pfaffenberger.

McGeer wrote that provincial support for universities had risen slightly, which Pfaffenberger termed "misleading," since the 1985-86 budget contains a "veiled postponed cut."

He was referring to the University Adjustments Program, which withheld 5 percent of university funding which the Universities Coun-

cil of B.C. will allocate at its discretion.

Pfaffenberger said this means university budgets have been effectively cut by 5 percent for future years, "because next year's base budget for B.C. universities will not include the one-shot adjustments fund."

His own petard

Manohar Singh, president of SFU's faculty association, said that although McGeer's letter states the government is committed to the autonomy of the universities "he isn't convincing anyone."

In his letter McGeer states

that the universities and the provincial Universities Council have set out objectives such as identifying and maintaining vital core programs, enhancing high-priority programs and cutting low-priority ones.

"McGeer gives the impression that these objectives were volunteered by the universities, when he in fact spelled them out in a letter to the council six days earlier," said Singh.

McGeer refers to his earlier letter to the council in his letter to the faculty.

"I don't think there is any doubt that he is putting pressure on the universities, at

least indirectly, by spelling out in this fashion just what direction he wants education to go in," added Singh. "If this is what autonomy is all about, then I can't buy the fact that he is committed to autonomy."

How difficult it is

In the letter McGeer defends his government's increased health spending, arguing it is partly due to a hike in B.C.'s overall population and a drop in the 6-24 age group since 1980.

"I know you will understand how difficult it is to satisfy the demands of

everyone when there are so many hardships created by high unemployment and depressed world markets for our resource industries," he wrote.

In an appendix to his letter, McGeer presents tables from the March 14 provincial budget paper showing how the university financing, including the \$14.9 million in the University Adjustments Program, has risen by \$2.3 million to \$30.6 million for 1985-86.

(See the unflattering reference to McGeer in the extract from the David Suzuki column on page 17 of this issue.)

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

THE DOUBLE GHETTO, Pat and Hugh Armstrong, McClelland and Stewart, Toronto, 1982. The sociologists Armstrong argue that "when a woman isn't employed full-time as a housewife she is usually confined to fulfilling a housewife or handmaiden function in business or industry." The authors teach at Vassar College, Montreal.

1984 AND AFTER, ed. by Marsha Hewitt and Dimitris I. Rousopoulos, Black Rose Books, Montreal, 1984. Essays by 11 North American scholars examining the authoritarian tendencies in our society. Marsha Hewitt teaches at Vassar College, Montreal. Dimitris Rousopoulos is secretary of the Anarchos Institute.

POLITICAL INNOVATION IN AMERICA: The Politics of Policy Initiatives, Nelson W. Polby, Yale University Press, U.S.A., 1984. Political scientist Polby examines eight major American initiatives, and the separation of functions between specialists who invent alternatives and politicians who adapt them to political ends. The author teaches at the University of California, Berkeley.

CHILDREN OF PRIVILEGE: Student Revolt In The Sixties, Cyril Levitt, University of Toronto Press, 1984. A study comparing student activism in the United States, Canada and West Germany and of the politics based on an elite fantasy that led to its decline. The author teaches sociology at McMaster.

THE SEIGNEURIAL SYSTEM IN EARLY CANADA: A Geographical Study, Richard Colebrook Harris, McGill-Queen's University Press, 1984. A study, first published in 1966, of the effect of the seigneurial system on the settlement patterns, land use, economy, and society of early rural Canada. The author teaches Geography at the University of British Columbia.

from 1/CAUT seeks Moncton entente

and maladroit.

Star Chamber

In a dispute with students in 1979, the conseil d'administration decided to proceed against certain of them. No explanation was given for the choice of victims. The students could not put their case, and did not even know that disciplinary measures were being taken. Some of them only found out that they had been found guilty when they applied for re-admission.

In 1982 it was the administration, together with the director of student services and the director of the security service who chose the defendants. The selection criteria were not known; the students were not heard before the decision.

The administration also manipulated the cases away from the disciplinary committee on a technicality, and put them on the agenda of the admissions committee. This committee is dominated by administrators — and its function is to consider whether or not candidates for admission have met the educational qualifications of the university. The device of refusal of re-admission was, in the eyes of the inquiry, a punishment out of proportion to the alleged offences, since it obliged Acadian students either to change the language of their instruction or to leave the province.

Smug righteousness

The inquiry found that some of the problems derived from a tendency to judge summarily, and without due regard for procedure. It is suggested that the certainty of being right seems to destroy prudence among some administrators, who believe sincerely in the virtue of demonstrating authority.

Censorship

The circulation of newspapers on the campus has been an issue in the United States more frequently than in

Canada. There seems to have been no problem at Moncton before 1979, and a former rector testified that he bought Marxist periodicals which were freely on sale at that time.

After 1979 there were more and more regulations. The book store refused to accept material which it considered political propaganda. The committee of inquiry found this totally inappropriate. Then the security police insisted that all such newspapers could only be circulated by recognized societies — the issue of recognition being another source of conflict. The committee of inquiry found, moreover, that these rules were applied selectively.

On the other hand the report noted that the administration was resisting attempts by the provincial Ministry of Social Services to dictate the kind of education given by the social service departments of the university.

The recommendations

1. That all disciplinary issues as defined in the regulations be heard by the disciplinary committee.

2. That regulations be negotiated to cover the areas indicated by the report to need such attention, and that they be negotiated with the relevant organizations.

3. That the post of "protecteur de la liberté universitaire" be created to hear without delay all complaints concerning academic freedom or freedom of expression.

4. That the regulations of the university be amended to provide expressly that before a decision is made affecting a member of the university community, the person be advised and given a hearing.

5. That every member of the university community have access to all files kept on him or her, and that no disciplinary decision be bas-

ed on any documentation that has not been sent to the individual.

6. That a committee of the university community examine the role of the campus police and make recommendations on the regulations and functioning of the force.

7. That a committee be formed to study the composition and role of the Senate with the power to propose such changes in the Charter on regulations that it deems necessary.

Rector's recommendations

While the CAUT inquiry was going on, the Rector set up his own committee of inquiry. It examined much the same series of facts and although it put a rather different gloss on them, it nevertheless recommended a series of changes not far different from those recommended by Pradier and Clark.

On the day of the CAUT press conference in Moncton, the Rector issued a media release. He said that: "L'Université va se donner la peine d'étudier le rapport en profondeur et sera prête à discuter des suggestions que pourra lui faire l'ABPUM." The rest of the release justified the position of the administration and attacked the CAUT.

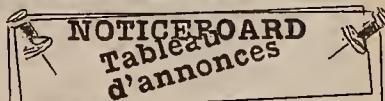
Seeking entente

Despite the packaging, Donald Savage, Executive Secretary of CAUT, was encouraged by the decision of the administration to engage in negotiations with the faculty association on the recommendation of the report.

At the press conference, Prof. Pradier noted that the report was intended to build bridges by making constructive suggestions to the university community rather than by trying to assign blame. They noted

that the university would be choosing a new rector in a few days and requested that everyone in the community

approach the new person in the positive and constructive spirit of the committee of inquiry.



WORKSHOP

Teaching Out: New Directions in Library Instruction. The Workshop on Instruction in Library Use will be sponsored by the University of Western Ontario and Fanshawe College and held May 13-17, 1985 in London, Ontario. Sessions on the teaching of library instruction may have been overlooked in the past, e.g., faculty adults users, graduate students, and children. The workshop will feature sessions on the marketing and delivery of library instruction programs and sessions on graphics, microcomputers and automated systems for library instruction. For more information contact: Martin Ship, Workshop Chairperson, Reference Department, The O.B. Wellington Library, University of Western Ontario, London, Ontario, N6A 3K7.

CONFERENCES

The 4th Canadian Multidisciplinary Road Safety Conference will be held in Montreal on May 16 to 23, 1985 at the Hyatt Regency Hotel. This Scientific annual conference will highlight the following areas: vehicle factors, environmental factors, driver factors, including alcohol and drugs, collision reconstruction, injuries mechanisms, injuries reconstruction, for researchers, for practitioners, for road safety, Tom McGill University, Department of Mechanical Engineering, 817 Sherbrooke Street West, 392-4200; (514) 340-4769. H.A. J.K., (514) 392-4200; (514) 340-4769.

La 4^e Conférence Canadienne Multidisciplinaire sur la Sécurité Routière à Montréal, Québec du 26 au 28 Mai 1985 à l'Hôtel Régent Hyatt. Ce conférence scientifique annuelle qui se tiendra pour les praticiens, les chercheurs et les sociologues. À l'Université de Montréal les 6, 7, 8 et 9 juin 1985. Sous le thème "Les Perspectives De Pein Pour la Sécurité Routière". La sécurité routière et les politiques de pays tels que par une approche globale et prospective. Présentation de documents, tables-rondes et ateliers.

July 23-25, 1985 First International Conference on Marketing Information Systems "An Excellence" call for Proposals and Conference notice. The Conference is to be held in Vancouver, B.C. For information, contact Prof. Michael R. Johnson, Dept. of Marketing, University of B.C. (604) 222-5223 or Dr. Bill Gray, Faculty of Education University of B.C., Vancouver V6T 1W5 (604) 228-6262.

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President

Dalhousie University invites applications from, and nominations of, qualified men and women for the position of President. The appointee will take office September 1, 1986.

Founded in 1818 as a non-denominational institution of learning, Dalhousie has an enrolment of 10,000 full and part-time students and employs 2,200 full- and part-time faculty and staff in seven faculties, 11 schools and colleges and 16 institutes and centres. Its faculties offer 40 degree programs in 80 specialized areas of study, including the oldest university law and dental schools in Canada, the only medical school in the Maritime provinces and the nation's leading concentration of specialists in ocean studies. Dalhousie is recognized as a centre of excellence in Canadian higher education with strong teaching and research programmes at the undergraduate, graduate and professional levels.

As chief executive officer of the University, the President should possess outstanding academic and administrative experience, strong skills in government relations and the ability to communicate effectively with faculty, staff, alumni and members of the external community.

In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Applications or nominations with curriculum vitae should be sent by August 31, 1985 to The Secretary, Presidential Search Committee, Office of the Senate, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.



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It is expected that the holder of the Chair will have an established record as a recognized scholar in one of the above disciplines. The individual's educational background, professional qualifications and work experience are expected to be commensurate with that normally required for a senior academic appointment at a university.

In addition to pursuing his/her normal research activities, the incumbent is expected to interact extensively with faculty and senior students, teach a maximum of one course or seminar plus present a maximum of three public general lectures a year.

Cognizant of the nature of the position the University has set the stipend level to provide for full salary replacement, based on actual salary at the time of application. The department in which the incumbent is located will have access to research support for the incumbent. The appointment will begin July 1, 1986 or September 1, 1986. Applications are also invited from candidates proposing to spend one term or other fractions of a year in the Chair.

Applications should be mailed prior to August 1, 1985 to:

Dr. John T. Sears
Academic Vice President
St. Francis Xavier University
Antigonish, Nova Scotia B2G 1C0

B.C. eases student-aid rules, but still Canada's stingiest

by Michelle Morissette
Bulletin Correspondent

VANCOUVER — The B.C. government has abandoned stringent student-loan regulations imposed during the 1983 restraint budget, restoring to thousands of college and university students the access to federal money they had been denied. Starting with the fall semester the rules for obtaining both provincial and federal student loans in B.C. will be back in line with federal criteria in the rest of the country.

While the changes still leave B.C. with the toughest student-aid policy in the country, they will make a substantial difference to students who were cut off from federal loans available to their counterparts in other provinces, say the province's financial aid officers. Nels

Granewall, manager of student financial aid at the University of Victoria, said it is impossible to calculate exactly how many students were affected by B.C.'s "Draco-nian" policy, but he estimated it was in the thousands.

Ridiculous situation

"It was a ridiculous situation — keeping B.C. students from receiving federal loans which any student from Saskatchewan could obtain right at the same university," he said. "It was tough on students when the rules for provincial loans were toughened, but the province had a right to do that. It didn't have the right to do the same thing with federal loans, and I maintained that it needlessly prevented a lot of loan money from being available to the community."

Granewall said he was

"delighted that the government had seen the folly of its action. B.C. students will no longer be second-class citizens in this country," he said.

Chasing malingerers

Education Minister Jack Heinrich said he was unsure why the regulations had been tightened in the first place, other than to save the province money. However, officials were quoted at the time as saying the new rules would ensure that malingering and abusers of the system did not get money they didn't deserve.

Granewall said that students applying to put themselves into debt did not tend to be malingering, and rejected any argument that toughening up rules on federal money had saved the province a dime.

"The fact is the province probably lost money since it didn't get as big an ad-

ministration fee for administering the federal loan," he said.

Still Canada's worst

Donna Morgan, Pacific regional chairman for the Canadian Federation of Students, said the change is "excellent news. It's something we've been requesting ever since the policy was announced." However, as the only province that does not give grants, B.C. remains the province with the "worst student-loan program in Canada."

She said the stringent B.C. regulations kept students out of postsecondary institutions last year, although she couldn't provide figures.

Small blessing

Vern Loewen, president of the B.C. Association of Financial Aid Administrators and manager of the Simon Fraser

University student-aid office, said the rescinding of the rules was "only a small victory but small mercies in a severe environment are worthy of note."

Officials in the ministry said the rules were relaxed because the policy was an "administrative nightmare," and that they had received complaints from financial aid officers right across the province.

The tough regulations were originally announced in 1983 when the government became alarmed by a huge overrun in its student grant program in the 1982-83 school year. At the time the rules were stiffened for both the grant and the federal and provincial loan portions of the student-aid program, and applied right across the board.

The B.C. government administers both the provincial

and federal portions of student aid.

No explanations

When the provincial grant program was eliminated in 1984 some of the regulations were rescinded for the loan portion of the package, but much of it was retained with no explanation as to why.

The 1983 budget established academic criteria for aid and eliminated part-time students from eligibility. As well, further rules went after students claiming to be independent. Students were penalized for receiving more than \$600 from their parents, living at home for more than six weeks, driving their parents' car, or being claimed on their parents income tax.

Criteria regarding the parents' car or home were eventually eased, but the rest remained. Now all of the rules have been abandoned.

New CAUT property insurance carrier named

Commercial Union Assurance Company of Canada is the new carrier of CAUT Professional Property Insurance Plan. The Plan covers individual members' equipment used for business and professional purposes, (books, typewriters, computers, etc.), and covers equipment that is owned by a third party (university, colleague etc.) which is in their care. Coverage remains at \$10,000 per claim, with an annual premium cost to the member of \$50. Similar coverage under a conventional homeowners or tenants insurance package would cost \$200 to \$300 per year and would usually have a standard deductible clause of \$200. The per-claim deductible under CAUT's plan is \$50.

The former insurer, INA Insurance Company of Canada, increased its annual premium cost to \$50 as of January 1985, but then announced that it was withdrawing from this line of coverage at the end of February, and would not accept further applications after that date. All CAUT members currently insured will automatically be renewed under the Commercial Union policy when renewal premiums come due. Members who have submitted applications and premium cheques for coverage subsequent to February 1985 will be issued Commercial Union certificates from our plan administrators, Kanata Consulting & Administration Inc., as soon as they are printed.

Concordia prof wins with 5000X

Dr. Narinder Kapoor, Associate Professor of Biology at Concordia has won second prize in Polaroid's international photomicrography competition. Dr. Kapoor's winner was a 5000X detail of gill surface of a stony nymph, paragenetic media. He was photographed at right receiving winner's certificate and cash prize from Anna Dowbiggin of Polaroid Canada Inc. Dr. Russell Breen, Vice-Rector, Concordia, is on the left.



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Robert Léger photos

Panelists (above) were smiling when the shutter clicked, but the talk was tough. Don Savage, CAUT's Brian Everett, UK's Association of University Teachers, and Sarah Shorten, CAUT, compared notes on academe's fight against funding cuts. CAUT's nattily dressed Howard Snow (left) lectures on grievance handling. Other pictures show cross-section of conference participants.

CAUT looks to repeat of lively 1984 Collective Bargaining Conference

One of the highlights of CAUT's 1984 Collective Bargaining Conference was a spirited report on the uphill battle being fought by Britain's university teachers against the budget-slashing Thatcher government. Brian Everett of AUT (Association of University Teachers) said wartime rhetoric was being commonly used by British faculty members, which "gives the flavor of what AUT has become in the last few years."

Everett outlined "the trench warfare" AUT has been forced into, which has left British academics "war weary." (The going has gotten even tougher

in the last year, as AUT General Secretary Diana Warwick reports in her article on page 4 of this issue.)

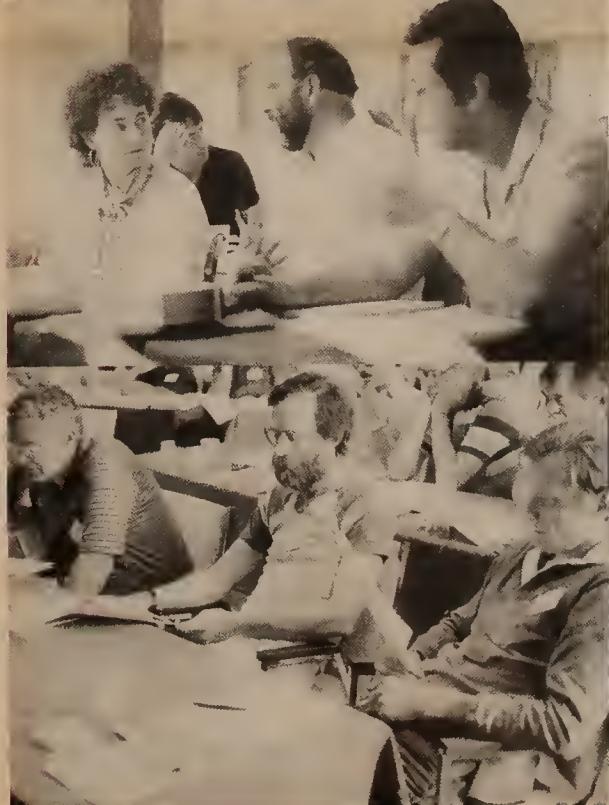
Observed panelist Don Savage, CAUT Executive Secretary: "But when the bombs fell, they fell on the University of Manchester and others like it, not on Oxford or Eton."

CAUT President Sarah Shorten, also on the panel, said Canadian politicians use the "same false rhetoric of restraint" to attack university funding. She warned that faculty associations cannot leave it to administrators to lobby the politicians, because

administrators say "reason is the language of politics and it's necessary to be 'nice' when dealing with governments. In fact, administrators won't lobby, and they don't want the faculty to do so."

About 90 people attended the five-day conference at Kimberley, Ont. Working sessions included proposal writing; bargaining skills; a media workshop; pensions; introduction of academic salary structures; economic debate; grievance handling; in defence of tenure; and workload.

This year's Collective Bargaining Conference will also be at Kimberley, June 24-28.



Reading & Writing

Richard Bellaire/CAUT

To dream the inscrutable dream?

North Americans have watched the ascent of Japan to the economic stratosphere with a mixture of alarm, respect, and grudging admiration. The post-Second World War recovery has been touted as a miracle — and the fear was that the Japanese had a corner on some kind of inscrutable market magic that would ultimately be the undoing of the western industrial world. Now comes a book that argues that Japanese economic accomplishments are largely a cultural smoke-and-mirrors phenomenon, which may be turning Japan into a socio-economic pressure cooker for most of its population.

The False Promise of the Japanese Miracle (Pitman Publishing, 1984) is authored by S. Prakash Sethi, Nobuaki Namiki, and Carl L. Swanson. Sethi is a professor at Baruch College, City University of New York; Namiki is assistant professor at Canada's University of Windsor; Swanson is a lawyer and assistant professor at North Texas State University.

The title sums up the main thesis: the Japanese economic miracle is built on the social and cultural tradition of that country, and transferring this approach to other countries is difficult if not impossible. The authors are actually trying to say much more. They feel that the Japanese management and industrial system is building up many long-run problems for the Japanese society.

The heart of the thesis is that cultural traits which

allowed for the economic redevelopment of Japan after the Second World War, have built into them the seeds of future social problems. The authors say, "Some costs are incurred because the narrow pursuit of one set of objectives also causes concentration of power in fewer hands, weakens countervailing systems, and creates circumstances for the abuse of power on the part of those exercising it." Consumer groups, environmental groups, and to some degree labor groups are ignored by the corporate and political leaders who are pursuing the prime goal of economic growth.

The book spends much time reviewing the management system of Japanese companies and the application of consensus management. Here the authors try to document the difference between the simple preception of most outsiders about how Japan functions, versus what the authors see as the reality of the Japanese economy.

Though they detail some of the advantages of the Japanese management system, they also outline its problems — loss of individual freedom, rigid social structure, and an inability to react easily to change because decision-making is a difficult process. By stressing consensus in decisions, the Japanese are open to the possibility that decision costs will become very high. The time and resources needed to arrive at consensus decisions is not always available in a fast-changing business environment.

The "job for life" approach to employment, which is usually listed as one of the major differences with North American employment, is confined to only a small part of the Japanese labor force and most workers get sub-standard wages and unsafe working conditions. To a large degree, they subsidize the "Japanese miracle." Many of the employees in substandard jobs are women.

The authors review a number of attempts by Japanese companies to apply their domestic management style to their foreign (in many cases U.S.) subsidiaries. Needless to say, this chapter does not picture a series of successes.

The chapter documents a variety of court cases in the United States growing out of charges of discrimination, health and safety violations, and other problems. The authors feel that these problems would have been ignored in Japan.

The rest of the book looks at the American management system and contrasts it with the Japanese. It looks at the attempts by some American firms to try to graft the Japanese techniques onto American operations without much success. The final section attempts to see if it is possible to develop a middle ground or blend of the two systems.

In general, the authors make a number of points based on the need for improved management (away from financial people to technical and marketing people); the need to improve R&D and the need to have management that understands the operation and importance of R&D, and the necessity to integrate public affairs with business strategy.

Finally, they call for a new style of collegial management, citing the cell system of a biological organism: The cell divides, reproduces, learns, and serves the larger organism. The cells are important for the total function of the system.

In labor-management terms, the authors also call for a new system based on shared power, equitable treatment, and equality of sacrifice among all sectors of the firm, not just the workers. But labor and trade unions will also have to change — wages should be more tied to performance and evaluation and not related so much to seniority, job classification, and historical factors.

The book is an interesting contrast to much of the general literature which has been uncritical in its view of the Japanese management system. Many of the authors' recommendations seem to be nothing more than common sense, but of course, common sense has always been one of the most difficult things to implement.

Mount Allison University,
Volume I: 1843-1914,
Volume II: 1914-1963,
by John G. Reid,
University of Toronto Press
for Mount Allison
University, 1984

by Michel Horn

Several Canadian universities have been the subjects of fine histories in recent years. John G. Reid's two-volume work on Mount Allison University is a worthy addition to the list. His sensitive, scholarly study offers a clear view of the development of one of Canada's oldest universities.

Professor Reid has not simply written an institutional account. He rightly holds that "a university history must be, among other things, an endeavour in social and intellectual history." Reid successfully places Mount Allison within the context of the Atlantic region and of the Methodist and United Churches there. He has had less success in orienting the history of the university within the history of knowledge and thought. Beyond any indication of the impact of modern Biblical criticism on religious thinking, we get little idea of what intellectual currents affected Mount Allison.

Rigor and service

Reid ably describes and analyzes the tensions that beset Mount Allison throughout its first 120 years. Opened as a boys' academy in 1843, it added a girls' school 11 years later. These secondary institutions lasted well into this century: the ladies' college was closed in 1946, the original academy in 1953. The university charter dates from 1858.

Academic rigor was a goal from the beginning, but so was Christian service. This consisted in making higher education cheaply accessible to Maritime students, and in turning out well-educated and



Sensitive, scholarly study of Mount Allison

virtuous graduates who would help improve the regional society. The relationship between the two prime goals was uneasy, with service generally overshadowing rigor and high academic standards until the second half of the twentieth century. A chronic shortage of funds, exacerbated by the economic depression that afflicted the region after the late nineteenth century, made a firm commitment to academic values difficult to maintain.

Methodist-controlled

Although it was non-sectarian, Mount Allison was a Methodist-controlled institution. This led to the loss of grants from the government of New Brunswick in 1872 and of Nova Scotia in 1881. Nevertheless fees were kept low so that students of modest means would not find them prohibitive.

In the absence of a large endowment — fund drives rarely reached their goals — and with church grants and gifts from benefactors never large enough, the university's finances were troubled. At various times fires in under-insured buildings added to the distress.

Mount Allison had to rely on self-sacrifice by its teaching staff. Salaries were low, teaching loads high. Into the 1950s the latter ranged up to 21 hours per week. It proved hard to attract and keep good faculty, and those who stayed were generally unable to make much of a contribution to scholarship. Women professors were rare into the 1960s, and their salary scale was even lower than that of male colleagues.

Rampant rustication

Student activities such as sports, music, debating, and journalism loom large in Reid's book. Dancing was not sanctioned until 1927; sex and alcohol continued to be subject to powerful taboos. As

recently as 1960 a student was rusticated for having liquor in his room.

The most interesting students were the post-World War II veterans. Their numbers tested the limits of the small institution's physical capacity and the energies of its staff, already undermined by the strains of the Depression and the War. More skeptical of authority than other students, the veterans also exercised a latitude of behavior not granted to the others. But when one of them proposed that students evaluate teaching with a view to weeding out "deadwood" the university resisted.

Jews and Romans

One recurring theme in this book is that of academic freedom in a church-related university. Mount Allison escaped Victoria College's bitter struggle between religious modernism and fundamentalism. In 1912, however, a former student refused a position in Philosophy because he could not get a guarantee that he would be free in his teaching. This led in 1913 to a revision in the charter, removing a technical constraint upon teachers.

Mount Allison did not become a haven of agnosticism. President George Trueman claimed in 1924 that all of his faculty were "interested in religion and in sympathy with the Church."

All the 56 faculty members on site in 1947 listed a religious affiliation: 48 United Church, 3 Anglican, 3 Roman Catholic, one Baptist, and one Presbyterian. There was discrimination against Roman Catholics; the absence of Jews and those without a church affiliation is notable. There were some Jewish students, but in 1943, at the height of the war against Nazi Germany, the Board privately reaffirmed a

policy of non-discrimination. The volumes are well-illustrated and contain a large number of useful tables. A very full bibliography further enhances the book's value. It is not easy reading, for its sober style is sometimes a bit wearying. Based on careful research, however, and

judicious in its conclusions, it deserves a high recommendation.

Michel Horn, who is a member of the CAUT's

Academic Freedom and Tenure Committee, teaches history at Glendon College of York University.

IN/PRINTS

Books received by The Buller. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

THE FEMINIST CHALLENGE

David Boucher, MacMillan Press, London, 1983. An account of the women's movement from 1960 to 1983, comparing the liberal reformist feminism of the U.S.A. with the smaller, more revolutionary groups in Britain. The author is a lecturer in Sociology at the University of Essex, England.

WOMEN: The Longest Revolution

Juliet Mitchell, Pantheon Books, New York, 1984. Essays and lectures on feminism, psychoanalysis, literature, and the connection between them, on how women and men become what they are, and how they can change. The author is a trained psychoanalyst working in London, England.

UNIVERSITIES AND WOMEN

FACULTY: Why Some Organizations Discriminate More Than Others, Robert J. Szafran, Praeger, Toronto, 1984. A study examining how 79 U.S. universities recruited and rewarded male and female faculty during the 1960s. The author is an assistant professor of sociology at Stephen F. Austin State University, U.S.A.

FEMINIST VISIONS: Toward A Transformation of the Liberal Arts Curriculum

ed. by Diane L. Fowkes and Charlotte S. McClure, The University of Alabama Press, 1984. A collection of essays designed to help teachers integrate the new scholarship on women into their curricula, with an emphasis on Southern U.S. experience. The editors teach at Georgia State University.

NO SMALL MEASURE: The Progressive Conservatives And The Constitution, Nathan Nurgitz and Hugh Segal, Douglas, Ottawa. A book by Conservatives about Conservatives, focusing on the 1981 efforts to patriate the Constitution and suggesting the Conservative party was a vital catalyst and agent of compromise between the federal and provincial governments.

HOW OTTAWA DECIDES: Planning And Industrial Policy Making 1968-1984, Richard D. French, James Lorimer & Co., Toronto, 1984 (2nd ed.). An insider's view on the ill-fated attempts to accomplish Pierre Trudeau's vision of 1968 — an elaborate central decision-making process that would achieve a rational approach to planning. The author is currently opposition communications critic in the Commons.

PARLIAMENT VS. PEOPLE: An Essay On Democracy And Canadian Political Culture

Philip Resnick, New Star Books, Vancouver, 1984. A scrutiny of parliamentary traditions that argues for a more participatory political structure for Canada, utilizing elements of direct democracy with representative institutions. The author teaches political science at the University of British Columbia.

THE ENGLISH FACT IN QUEBEC

Shelia McLeod Arnowitz and Dominique Clift, McGill — Queen's University Press, Kingston and Montreal, 1984, (2nd ed.). A book of essays which won the 1979 Governor-General's Award for non-fiction. Among the topics explored are the language conflict, the clash between English and French nationalism, and individual versus collective rights. The authors are, respectively, an award-winning journalist and one of Quebec's top political analysts.

This author's untimely passing diminished us all

democratic socialist.

This book is a compilation of eight articles and a convocation address published by Alexander in Academis, Journal of Canadian Studies, Canadian Forum, and MUN Gazette over the years 1974-80. It has an introduction by Eric W. Sayer, Lewis R. Fisher and Stuart O. Pierson, and is prefaced by a Reminiscence by Stuart Pierson.

Concerned scholarship

As suggested by its title the articles are devoted to the question of regionalism in Canada, with an emphasis on the Atlantic area and particularly Newfoundland, but they are generally applicable to Canada and Canadian development and autonomy.

The book will be useful to teachers and students of Canadian history and economic development. The articles are written with lucidity and eloquence, and with scholarship laced with concern for public policy and the life chances and opportunities of the people of Atlantic Canada.

Alexander generally uses the 'development underdevelopment' or Kaldor-Myrdal model of cumulative causation. While the Maritimes and Newfoundland are seen as relatively disadvantaged, in or out of Confederation, the explanation for stagnation is to be found in factors external and internal to the region. Alexander's emphasis, however, is that there was nothing inevitable in

decline that took place, and while there were missed opportunities, much can be done to restore balance.

Stronger federalism

The articles make useful comparative references to other small countries, notably Iceland in comparison with Newfoundland. It is argued that, given the resource base of the latter, much more could and can be done to make the region more self-reliant than in fact has occurred. Specifically, in the case of Newfoundland, Alexander argues that development based on the fisheries, and improvements at all levels from basic production and processing through marketing, is called for.

Alexander argues for a

stronger federalism and a third national policy. The stronger federalism would provide more political power for hinterland regions so as to preserve their particular identities. But he warns that the "new money" or influence of rising star regions such as Alberta, is not likely to result in fundamental changes advantageous to Canada as a whole, any more than the "old money" influence of Ontario has provided a focus for unification.

We are diminished

In the article titled Erosion of Social Democracy in Canada he makes a plea for an improvement in socialist analysis, and the case for socialism through a re-emphasis of class analysis that

goes beyond region and ethnicity. He stresses, as have so many, the urgency of greater reliance on public sector enterprises to offset concentration, to install a Canadian presence in key sectors, and to provide a protection against too rapid extraction of resources by private sector institutions.

"...that may be the only mechanism for reducing class and regional inequalities and for escaping from industrial and technical stagnation and multinational domination."

Atlantic Canada — all of Canada — are the poorer for the premature loss of this scholar.

(Bob Needham teaches at Waterloo, and is President of the Faculty Association there.)

by W. Robert Needham

David Alexander (1939-1980) was a member of the History Department at Memorial University at the time of his death. He had been a member of the Academic Freedom and Tenure Committee of CAUT and was a

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

CANADA SINCE 1945: Power, Politics, And Provincialism, Robert Bothwell, Ian Drummond, John English, University of Toronto Press, 1981. A general history of Canada's post-war years from the end of the Mackenzie King era to the 1980 election and Quebec referendum. Professors Bothwell and Drummond teach at the University of Toronto; Prof. English at Waterloo.

GOVERNMENTS UNDER STRESS: Political Executives And Key Bureaucrats In Washington, London, And Ottawa, Colin Campbell, University of Toronto Press, 1983. An analysis of the day-to-day workings of government in three countries, based on interviews with 265 senior officials. The author teaches philosophy and politics at Georgetown University, Washington, D.C.

RELATIONS POLITIQUES FRANCO-BRITANNIQUES (1947-1958): étude du comportement d'une alliance, Serge Berger, Editions Naufrage, Sherbrooke, 1984. Une chronique des échanges entre les élites franco-britanniques qui ont maintenu depuis le traité de Bruxelles jusqu'à début du marché commun. L'auteur traite aussi des crises de Suez et de l'Indochine. L'auteur est professeur invité à l'Université d'Ottawa.

LE QUÉBEC ET SA LITTÉRATURE, René Diomède, Éditions Naamain, Sherbrooke, 1984. Dix-neuf universitaires ont voulu donner de la littérature québécoise une vue d'ensemble qui soit une synthèse des résultats actuels de la recherche.

LE CHOC DES LANGUES AU QUÉBEC — 1960-1970, Guy Routhier and Jean Meynaud, Presses de l'Université du Québec, Montréal, 1979. Un volume de textes sur la situation de la langue française au Québec depuis la révolution tranquille, précédé d'une introduction de 85 pages. Jean Meynaud est décédé en 1972.

MOVEMENTS AND MESSAGES: Media and Radical Politics in Quebec, Marc Raboy. Between the Lines, Toronto, 1984. A study of the activity by social and political movements of the 1960s and 70s to shape their own communications strategies in opposition to the power of the state.

I'm a freelance writer and university lecturer, based in Montreal.

THE TREATMENT OF THE HOLOCAUST IN CANADIAN HISTORY AND SOCIAL SCIENCE TEXTBOOKS, Yaacov Glickman and Alan Bardikoff, League for Human Rights of B'nai B'rith, Oshawa, 1992.

The authors suggest that 72 textbooks authorized for use in Canada's secondary schools, offer only a meager contribution to an understanding of the Holocaust. Professor Glickman teaches at McMaster. Mr. Bardikoff is the Education Chairperson of the Holocaust Remembrance Committee.

IN THEIR WORDS: Interviews With Fourteen Canadian Writers, Bruce Meyer and Brian O'Riordan, Anansi, Toronto, 1984.

From Leonard Cohen's Montreal apartment to Al Purdy's Ameliasburg retreat, the interviewees explore the way Canadian writers work and think. Bruce Meyer is an editor and poet. Brian O'Riordan is a co-editor of *Oscant*.

BEOWULF, Anonymous, translated by Gladys Roberts, Breakwater, St. John's, Newfoundland, 1984. A translation into modern English verse of the Anglo-Saxon epic. Professor Roberts teaches at Memorial.

ABOVE TIDE: Reflections On Roderick Haig-Brown, Anthony Robertson, Harbour Publishing, B.C., 1984. A study of the prolific author who wrote 28 books and was widely known as a writer on fishing, as a naturalist, historian, and novelist. Anthony Roberts is a Vancouver critic and journalist.

E.H. NORMAN: His Life And Scholarship, ed. by Roger W. Bowen, University of Toronto Press, 1984. A biography of H. Norman's life and outside interests are revealed and examined in this book of articles and reminiscences by scholars and diplomats from the U.S., Japan, Canada, and Britain. The author teaches at Colby College, Maine.

E.J. PRATT: The Truant Years 1892-1927, David G. Pitt, University of Toronto Press, 1984. An intimate account of the first 45 years of this narrative Canadian poet's life, from the Newfoundland outports to his arrival in Toronto. The author teaches at Memorial.

CENTRE AND LABYRINTH: Essays In Honour Of Northrop Frye, ed. by Eleanor Cook, Chaviva Hosek, Jay MacPherson, Patricia Parker and Julian Patrick, University of Toronto Press, 1983. Twenty European and North American scholars have

contributed to this volume on the renowned critic and teacher.

THE CAPE BRETON COLLECTION, ed. by Lesley Choate, Pottersfield Press, Nova Scotia, 1984. An anthology of fiction and poetry written by 15 Cape Breton authors in the last 40 years, including pieces by Hugh MacLennan and Farley Mowat.

THE SOCIAL TRANSFORMATION OF AMERICAN MEDICINE, Paul Starr, Basic Books Inc., New York, 1982. Winner of the 1984 Pulitzer Prize in general non-fiction, this history of American medicine details both the rise of professional sovereignty and the subsequent transformation of medicine into an industry. The author taught sociology at Harvard.

GIFT OF THE DEVIL: A History of Guatemala, Jim Handy, Between the Lines, Toronto, 1984. The first full history of Guatemala to appear in several decades, this book suggests that the country's current traumas are a bitter consequence of a past based on colonial institutions, dispossession, and oppression. The author lectures at the University of Toronto.

THE NEW REALITY: The Politics of Restraint in British Columbia, ed. by Warren Mogusson, William K. Carroll, Charles Doyle, Monika Langer and R.B.J. Walker, New Star Books, Vancouver, 1984. Experts in economics, education, political science, social work, and law examine the Social Credit government's restraint programme in B.C.

PLANNING AND THE POLICY: Building Federal-Provincial Consensus, H.G. Thorburn, James Lorimer & Co., Toronto, 1984. This volume suggests that the economies of the U.S., the European Economic Community, and Japan have become more organized while Canada's federal/provincial division of power has precluded the development of an effective Canadian economic presence. The author teaches at the Tufts School of Veterinary Medicine in Boston.

REBUILDING FROM WITHIN: Remedies For Canada's Ailing Economy, Abraham Rostein, James Lorimer & Co., Toronto, 1984. Economist Rostein outlines the industrial policies Canada will require to exploit the domestic market and survive in a changing global marketplace. The author teaches at the University of Toronto.

SCIENCE AND CREATIONISM, ed. by Ashley Montagu, Oxford University Press, Toronto, 1984. Twenty essays by such writers as Stephen Jay Gould and Isaac Asimov refuting the claims of scientific creationists. The editor lectures in anthropology at Princeton.

FELLOW TEACHERS: Of Culture And Its Second Death, Philip Ruff, The University of Chicago Press, Chicago, 1983. A volume on the ideology of teaching which suggests that the first aim of education should be to depoliticize teaching and to recognize the pre-eminence of a moral, sacred order. "Where nothing is sacred, there everything will be destroyed." The author teaches at the University of Pennsylvania.

EXCELLENCE AND EQUITY: The National Endowment For The Humanities, Stephen Miller, The University Press of Kentucky, 1984. Too elitist, or too populist?

INFORMATION IN THE LABOUR MARKET: Job-Worker Matching And Its Implications For Education In Ontario, James B. Davies and Glean M. MacDonald, University of

This volume examines the impact of the National Endowment for the Humanities on the academic community, including an analysis of the agency's origins and accomplishments. The author is a former NEH staff member.

INTELLECTUAL LIFE IN AMERICA: A History, Lewis Perry, Franklin Watts, New York, 1984. Cotton Mather, Thomas Jefferson, Emerson, Walter Lippmann and others. A history of intellectuals in the United States...who they were, how important, and how they saw themselves in relation to others. The author teaches at Indiana University.

THE NEW REALITY: The Politics of Restraint in British Columbia, ed. by Warren Mogusson, William K. Carroll, Charles Doyle, Monika Langer and R.B.J. Walker, New Star Books, Vancouver, 1984. Experts in economics, education, political science, social work, and law examine the Social Credit government's restraint programme in B.C.

OF MICE AND MEN: A Critical Evaluation Of Animal Research, Andrew N. Rowan, State University of New York Press, Albany, 1984. A study presenting the historical, social, and scientific information on the use of animals in research, and which points out the need for an active program to promote laboratory animal welfare. The author teaches at the Tufts School of Veterinary Medicine in Boston.

REBUILDING FROM WITHIN: Remedies For Canada's Ailing Economy, Abraham Rostein, James Lorimer & Co., Toronto, 1984. Economist Rostein outlines the industrial policies Canada will require to exploit the domestic market and survive in a changing global marketplace. The author teaches at the University of Toronto.

THE NEXT CANADIAN ECONOMY, Dian Cohen and Kristin Shannon, Eden Press, Montreal-London, 1984. An analysis of the "critical calls" of new technologies, bringing up against institutions left over from the last economy and a personal guide as to how this transition can best be managed. Kristin Shannon is a director of numerous agencies and institutes. Dian Cohen is president of an economic consulting firm.

VOYAGEURS TO A ROCKY SHORE: The Lebanese And Syrians Of Nova Scotia, Nancy W. Jabbar and Joseph G. Jabbar, Institute of Public Affairs, Dalhousie University, Halifax, 1984. An inside look at how the Lebanese and Syrians arrived in Nova Scotia, and how they have fared in Canada. The authors are specialists on the Middle East.

INFORMATION IN THE LABOUR MARKET: Job-Worker Matching And Its Implications For Education In Ontario, James B. Davies and Glean M. MacDonald, University of

Toronto Press, 1984. Policy recommendations by the Ontario Policy Council on the appropriate role of government in the education sector from the viewpoint of helping students discover jobs matched to their abilities. Both authors teach at the University of Western Ontario.

TERMINAL DEGREES: The Job Crisis In Higher Education, Emily K. Abel, Praeger, New York, 1984. Unemployment and underemployment in academic circles is explored in this study of 43 displaced scholars and how they cope with the disparity between their expectations and the reality of their chosen profession. The author is an editor-with-a-P.C. in P.H.D. in P.H.D. in P.H.D.

CITIES AND THE WEALTH OF NATIONS: Principles Of Economic Life, Jane Jacobs, Random House, New York, 1984. The author argues that virtually all economic life depends on cities, creating prosperity in the surrounding areas but wildly unbalanced economies in more isolated regions. The book utilizes examples from 5th century Ethiopia to modern Singapore.

COLLECTIVE BARGAINING IN THE PUBLIC SERVICE: The Federal Experience In Canada (2 volumes), Jacob Finkelman and Shirley B. Goldenberg, Institute for Research on Public Policy, Montreal, 1984. An evaluation of the Public Service Staff Relations Act of 1967, and the problems federal public service workers encountered in adapting to some of its provisions. Professor Finkelman was a chairman of the Ontario Labour Relations Board. Shirley Goldenberg teaches at McGill.

WHAT DO UNIONS DO?, Richard B. Freeman and James L. Medoff, Basic Books, New York, 1984. Two Harvard economists professors argue in favour of unions as a largely beneficial collective voice for workers and as a creative stimulant for management, leading to higher productivity and a more stable work force.

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THE SPIRIT OF SOLIDARITY, Jozef Tischner, Harper and Row, San Francisco, 1982. A volume of 23 essays reflecting the spiritual, ethical, and social ramifications of the Polish Solidarity Movement, illuminating the connection bet-

ween theology and the quest for social justice. Priest/author Tischner is director of the Institute of Philosophy, Cracow.

THE ANARCHIST MOVEMENT: Reflections On Culture, Nature and Power, John Clark, Black Rose Books, Montreal, 1984. A critique of classical radical theory, in which the author speculates that anarchism is a necessary movement of negation, and constitutes an essential element of the theory of liberation. John Clark teaches at Loyola University, New Orleans.

SOCIAL WORK WITH RURAL PEOPLES: Theory And Practice, Ken Collier, New Star Books, Vancouver, 1984. The author considers the rural context in which social work cannot easily be adapted to rural conditions, since it often applies methods and values which are inappropriate to a rural environment. Ken Collier teaches at the University of Regina.

POLITICAL JUDGMENT, Ronald Beiner, The University of Chicago, 1983. From Kant's concept of taste to Aristotle's concept of prudence, this book delves into the nature of political judgment, an understanding of which the author hopes will enable us to reclaim the privilege of civic responsibility often pre-empted by technocrats and bureaucrats claiming specialized competence. The author is a lecturer at the University of Southampton, England.

A QUEST FOR COMMON LEARNING: The Aims Of General Education, Ernest L. Boyer & Arthur Levine, The Carnegie Foundation for the Advancement of Teaching, Princeton University Press, New Jersey, 1981. This book calls for an integrated view of knowledge and a focus on the larger questions in teaching and research to create a climate more favorable to general education. Ernest L. Boyer is president of the Carnegie Foundation for the Advancement of Teaching. Arthur Levine is president of Massachusetts Bradford College.

STUDIES IN THE HISTORY OF EDUCATIONAL THEORY, Vol. 2: **The Minds And The Masses 1760-1980**, G.H. Bantock, George Allen and Unwin, Boston, 1984. The final volume in Professor Bantock's study of educational thought and its relationship to European culture chronicles the historical development of educational theory through such thinkers as Coleridge, Nietzsche, and Tolstoy in order to deepen our understanding of contemporary educational problems. The author has published widely in the field of literary criticism.

Free speech: When professors criticize their bosses

by

Sheldon M. Chumir

To what extent does the law protect the freedom of speech of academic staff who publicly criticize the institution or administration by which they are employed? Up to now, there has been relatively little law on this subject in Canada, but the new Charter of Rights and Freedoms will undoubtedly change that.

The two great causes célèbres of academic freedom in this country, the threatened dismissal of Frank Underhill from the University of Toronto (1939-41) and the firing of Harry S. Crowe by United College in 1958, were never litigated. (See the CAUT Special Report on these cases entitled "The Good Old Days: A Golden Age of Academic Freedom?") Indeed, they took place in an era when there was little likelihood that protection could successfully be sought from any principle of law affirming the right of freedom of speech.

Protection now

Happily, there is now reason to believe that academics are accorded a measure of protection in law for their comments. Recent events at Mount Royal College in Calgary provide an illustration of a classic confrontation raising this issue.

The purpose of this article is to describe the Mount Royal College incident and then to outline the relevant legal principles which govern the matter. Because of space limitations the legal issues are dealt with only superficially.

The December 21, 1983, issue of *Journal 3009*, published by the journalism students at Mount Royal College, contained an article in which five

instructors at the College criticized the administration of the College. In particular, the President of the College was subjected to strong personal criticism over the manner in which he handled faculty-administration issues.

At the instigation of an outraged Board of Directors the College launched an investigation. The result was that the statements of two of the instructors were determined to constitute "improper conduct," and a formal warning in one case, and a formal reprimand in the other, were entered upon their employment records.

Hasty retreat

The Mount Royal Faculty Association decided to provide financial support for a grievance of the Board's actions, because it saw important issues of freedom of speech involved. The writer, on behalf of the Calgary Civil Liberties Association, represented the faculty members. It was our position that the law had evolved by 1984 to a position where the courts would strike down any punishment of the faculty members on the basis of a right of freedom of speech.

Suddenly and without explanation, the Board of Directors withdrew the letters of reprimand in June 1984 prior even to arbitration. No reason for the withdrawal was given forthcoming.

Employee's right

Recent case law has made it increasingly clear that arbitrators and courts are prepared to take into account an employee's right of freedom of speech in adjudicating cases of this nature. This trend will undoubtedly be accelerated by section 2(b) of the Charter of Rights which

says "Everyone has the following fundamental freedoms: (b) freedom of thought, belief, opinion, and expression, including freedom of the press and other media of communication."

In analyzing the effect of the Charter it is useful to take into account United States law, which protects the rights of state employees who make public statements critical of their employers. In this regard it should be noted that Charter protection is generally considered to be granted only to employees of government in its broadest sense. This would include universities and colleges which are publicly funded.

U.S. precedents

Unlike in Canada where there are, to my knowledge, no direct precedents dealing with freedom of speech of academic staff, a number of United States cases are right on target. It should be noted that application of the First Amendment guarantee of freedom of speech to protect government employees in the U.S. is of relatively recent origin.

"For most of this century, the unchallenged dogma was that a public employee had no right to object to conditions placed upon the terms of employment — including those which restricted the exercise of constitutional rights. The classic formulation of this position was Justice Holmes' who, when sitting on the Supreme Judicial Court of Massachusetts, observed: A policeman may have a constitutional right to talk politics, but he has no constitutional right to be a policeman."

The U.S. Supreme Court held without the additional grant. The money is needed to cover severance pay and other costs related to the voluntary early termination of 50 faculty members. The total cost will be \$4.5 million over 2 1/2 years.

Teacher wins

It was held, in resolving the balance, that a public school teacher's substantially correct comments on matters of public concern, although critical of school officials, may not, consistently with the constitutional guarantee of free speech, furnish grounds for dismissal, where such comments do not interfere with the maintaining of discipline by immediate superiors or harmony among co-workers, and the teacher's employment relationships with such officials are not the kind of close work

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See FREEDOM page 11

1985/B.C.

by Michelle Morissette

The provincial government's decision to give the University of B.C. an additional \$2.3 million to pay for faculty reductions through voluntary early terminations has created some waves at the province's other two universities.

William Saywell, President of Simon Fraser University and Howard Petch, President of the University of Victoria, have indicated their displeasure that their universities were not also given similar additional funding.

"All three universities were given the understanding that the government would provide money for buy-outs on early retirement," said Saywell.

"The understanding was sufficiently clear that we all went ahead with our boards to get approval to proceed with the buy-outs."

"I was angry about UBC getting the money when we didn't and I have made my anger known. But I've also offered an avenue of rectification. When the Universities Council of B.C. divides up the money in its Special Adjustment Fund, it should act as if the fund contains \$17.2 million instead of the original \$14.9 allocated, and work on the principle of equity."

Government officials have indicated UBC received an immediate special grant to ensure that the university will not have to borrow to cover an operating deficit for the 1984-85 year which just ended. SFU and the University of Victoria finished the year without an operating deficit and therefore did not need an immediate special grant, they say. However, money to cover early terminations at SFU and the University of Victoria is expected to come from the Special Adjustment Fund.

No decision has been made on whether the fund will be considered as a \$17.2 million fund and divided accordingly. However, a decision on the allocation of operating grants to each university is expected soon and further clarification of the special adjustment fund is anticipated within a few weeks.

Bruce Gellatly, UBC vice-president for administration and finance, said the university would be in trou-

ble without the additional grant. The money is needed to cover severance pay and other costs related to the voluntary early termination of 50 faculty members. The total cost will be \$4.5 million over 2 1/2 years.

The B.C. government has provided some additional information on its new loans remission program, which will allow graduating students to get a rebate of up to 100 percent on money borrowed from the provincial government to finance their education.

Provincial loan money will be tied to academic performance. While the exact formula hasn't been worked out yet, students at the top of their class will receive loan rebates of 75 to 100 percent to a maximum of \$10,000. Students with lower marks will receive lower rates of rebate. A feature of the program is that students from non-metropolitan areas who are eligible for loan remissions will receive a slightly higher proportion of the loan remission.

Officials at all three universities have been pressing the B.C. government to put in place a loans remission program for some time, and according to Neil Riesbeck, UBC's associate vice-president for student services, the program is a "step in the right direction."

Although the program is expected to go into operation this year, applying to students who graduate in May, financial award officers have been given no additional information, nor have they been issued with application forms.

The acting President of the University of B.C., Robert Smith, has accepted a position at an Australian university, but he will remain at UBC until a successor for the top academic post in the province has been chosen. Smith took over George Pedersen's post as President of UBC when Pedersen resigned to take a similar position at the University of Western Ontario. Pedersen said the province's funding cutbacks had made his job impossible.

Smith said he was offered the job of vice-chancellor of the University of Perth in Western Australia in July

Most of the money for the proposed university, which plans to name a board of governors when the lease is granted, would come from private citizens, philanthropic groups, and possibly some federal aid. A number of private education and management training institutions have expressed interest in participating in the venture, and major U.S. universities have been contacted about setting up student transfer arrangements.

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Canadian professors dispossessed by entrenched Yankee academics?

by Susan A. McDaniel

To Robertson Davies' rebel angels, known as the Spook, who inhabit the College of St. John and the Holy Ghost, and the neighbouring college of Ploughwright, academia is a pleasant enough world, filled with the intrigues of literary history and occasional academic one-upmanship and back-stabbing. Contentment comes easily, as it does for most senior academics in Canada, with the only struggles being of their own making or stemming from intellectual wrestling matches within their disciplines. However, for younger Canadian academics or would-be academics, the Spook comes alive. Their academia is like a haunted house, at every turn a new and frightening apparition just forth to block their way.

Sputnik and Spock

The generation of scholars in their early to mid-thirties has come to be known as the lost generation. In part, this is a North American age-structure phenomenon. They are products of the baby boom, the largest generation ever born and among the most highly educated. Nurtured by Sputnik and Spock, this generation flocked to higher education to learn more about their uncertain world, but also as a hedge against a future of fierce competition on the job market.

Faced by stiff competition from the time they entered first grade, a significant proportion of the baby-boom generation excelled at school.

They were encouraged by their academic mentors of the late 60s and 70s and graduate programs willingly expanded to accommodate them. The times were plentiful in the ivory tower; optimism grew about the future of an academic world populated by these thoughtful and ambitious young people. Few faculty or students anticipated the tough 80s, with scarce funding for universities and the threat of declining enrollment as the baby boom was replaced by a baby-bust generation.

Yankee influx

During the growth spurt in higher education in Canada in

the late 50s and 60s, demand for education was high and faculty was needed. Significant numbers of American scholars were attracted to Canada, lured by high salaries, ease of immigration, and the freedom to create a new higher education future in a growing country. For these people, as for the characters in *Rebel Angels*, academia was paradise. Tenure was accessible, promotion attainable, students plentiful and of an excellent calibre, and salaries kept rising much above those of their colleagues who had remained in the U.S. Life seemed ideal, and except for relatively minor constraints on salary increases and complaints of declining student quality, remains so.

A number of simultaneous changes were occurring over the 70s and 80s, few of which interfered with the contentment of the established faculty, which fostered the emergence of the new rebel angels, and a hidden discontent within the ivory tower. Among these were the overproduction of PhDs, a natural consequence of a period of abundance and zealous growth in higher education. Most newly-minted PhDs were Canadians, but some were ex-Americans, driven to Canada as a result of the Vietnam war. Unlike their predecessors, these Americans, for the most part, became Canadian citizens as soon as they were eligible.

Nationalism

At the same time, the ideological climate of Canada was changing, and still is. Through the work of political economists, a growing awareness was developing of Canada's dependency position to the U.S. The quest to Canadianize our media, our history, our education, our universities, and our self-images was on.

How to Canadianize our universities was hotly debated.

Many senior academics who had long resided in Canada as U.S. citizens, felt the pressure and took out Canadian citizenship. Watchdogs of citizenship. Watchdogs of Canadian content noted, with great pleasure and pride, that

academia was becoming more Canadian year by year, but a policy enacted that required universities to give preference to hiring to Canadian citizens or landed immigrants.

The crunch of the late 70s and 80s was double-barreled — sharply decreasing funds for universities, and the threat of declining enrolments. Paradoxically, enrolments have not declined as precipitously as expected, partly because poor economic conditions have forced many students to remain in school.

Paradise lost

At the moment in history when well-qualified young Canadians were ready to assume what they might consider their rightful position in Canadian academia, and government policy finally favored their hiring, there were few jobs to be had. This coupled with the fact of overproduction of PhDs has resulted in the rebel angels dashed hopes.

They have become, if they are the lucky ones, what the *New York Times* has called the "gypsy scholars," who roam from course to course and from university to university with no foothold on the future. Interestingly, one of the two "gypsy scholars" described in the *New York Times* article is an extremely well-qualified young American scholar, who has had seven assignments at Canadian universities in 10 years. Even for temporary academic postings, young Canadian scholars continue to be pitted against Americans.

Given market conditions and the recognized glut of PhDs, coupled with the ideological and "internationalist" orientation of many senior American-trained academics, the few vacancies that do occur in Canadian academia are still all too frequently being filled by American or American-trained applicants.

Judge and jury

Although the government's policy is clear on preference for Canadians or landed immigrants, the implementation of this policy is left to universities.

This means it is, of course, concluded that only they can select the best applicants. Now the U.S. has also experienced an overproduction of PhDs and these may be judged by senior "Canadian" academics to be better than Canadian PhDs — perhaps for no other reason than that judges and applicants were trained at the same American schools by the same people. Intense competition in the larger U.S. market can result in the illusion, which American-trained senior people are predisposed to believe, that the American applicant is more desirable.

Whether American or Canadian, applicants for extremely scarce university positions face an additional hurdle — cut-throat competition, and the inclination of senior faculty on hiring committees to see the most professionalized and least critical applicant as the most desirable.

This means that innovative and creative young scholars might be overlooked in favor of the person who appears to be best fit the "productivity" criteria, which are more suited to industry than to scholarly work. In addition, the young people hired tend to be those least critical of a system of higher education gone awry.

Disposed

The contemporary crisis in higher education in Canada will lead to even more discussions of faculty layoffs. This generally takes the traditional form of last in, first out. Since young Canadians, if they manage the hurdles, are most often the last hired, they become like minorities of all sorts and women, the first to go. The terrible irony is that ambitious, eager, and extremely well-qualified Canadians become disadvantaged minorities, in their own country, often at the hands of foreign (by training) academics.

There is one last and ultimate irony in this conundrum of forces operating to de-Canadianize Canadian universities. A popular view of higher education today is the "trickle down" effect — the process whereby people are

See YANKEES page 12

vocation of the United States Supreme Court should be kept in mind:

"Because of the enormous variety of fact situations in which critical statements by teachers and other public employees may be thought by their superiors against whom the statements are directed, to furnish grounds for dismissal, we do not deem it either appropriate or feasible to attempt to lay down a general standard against which all such statements may be judged."

Thus, caution must be exercised in applying the general principles to specific factual situations.

(Sheldon M. Chunir is a Calgary lawyer.)

FREEDOM from 10

ing relationships for which it can persuasively be claimed that personal loyalty and confidence are necessary to their proper functioning.

The court dealt with the policy considerations involved in noting that free and open debate is vital to informed decision-making by the electorate; and since teachers are, as a class, the members of a community most likely to have informed and definite opinions as to how funds allotted to the operation of schools should be spent, it is essential that they be able to speak out freely on such questions without fear of retaliatory dismissal.

Work unimpaired

In the case of the Mount Royal College instructors, we relied on the principles of the *Pickering* decision, and argued that the criticism of the Board of Governors and the President did not in any way impair the instructors' capacity on a day-to-day basis to perform their direct related functions as instructors. This argument might not have been possible if, for example, the criticism had been of a department head with whom the instructors had to deal on a regular basis.

A significant number of American decisions have followed the *Pickering* precedent. On the other hand, a recent U.S. Supreme Court deci-

sion has held that in order to be protected by the First Amendment the speech in issue must be on a subject of public interest and not on a matter of personal interest to the employee in his capacity as an employee,

Apply cautiously

While Canadian jurisprudence is relatively undeveloped, with no relevant case law on the Charter aspects as yet, we do seem to be developing along similar sensible lines. In the future, the United States cases will have great persuasive effect in Canada and should, therefore, be kept in mind when any issue of freedom of speech arises in an academic setting. However, the following obser-

Négociations/ Bargaining

Robert Léger/CAUT



At a meeting of the Memorial University Faculty Association held in April, the membership directed the executive of the Association to appoint a committee to seek support for certification of the faculty association as the exclusive bargaining agent for teachers and librarians. If there is sufficient support, the executive is directed to take the necessary steps to certification. In 1979 there was an attempt to certify the Association, but the membership decided not to take the step at that time.

The three-year collective agreement at Trent University provides that compensation in the second year (1985/86) will be decided by binding arbitration. The arbitration hearing, a first at Trent, will be held May 21. The issues in dispute are the dental and long-term disability plans, OHIP premiums, salary scale increase, PTR increment and merit increase.

The impact of the Inflation Restraint Act of Ontario (Bill 179) on the collective agreement negotiated by the Carleton University Academic Staff Association has been the subject of disagreement between CUASA and the employer. At issue was the calculation of salaries and increments. The matter was settled in two grievance arbitrations. In the first, the arbitrator dismissed CUASA's grievance; in the second, another arbitrator found in favor of the Association. In this latter case, the benefit to the academic staff has been evaluated at about \$500,000.

The faculty association and the administration at the University of British Columbia have been trying for some time to negotiate a financial exigency clause. The administration wanted very broad powers to terminate employees for reasons of financial exigency. On the other hand, the faculty association was reluctant to give the administration the flexibility requested because of the risk to academic freedom. At the beginning of March there was a possibility of agreement, but on March 6 the administration made some changes to its proposal which were considered a retreat from the previous position. The association then made a counter proposal which the administration "didn't wish" to discuss. So, at the moment, negotiations are at a stalemate.

The University of Calgary Faculty Association and the employer reached a last-minute agreement on the salary-scale increase and the level of funding of non-pension benefits. It is expected to be ratified by both sides. At the University of Alberta, the parties have come to an agreement on salary. The scale increase is 2 per cent. The increment package is maintained.

At Centre Universitaire de Shippagan (Université de Moncton), les parties sont arrivées à une entente de principe lors de leur récente conciliation. L'augmentation d'échelle pour la première année est supposée être de 5,5 pour cent. Au Centre Saint-Louis-Mailliet, un autre campus de l'Université de Moncton, l'augmentation d'échelle est de 6 pour cent pour l'année en cours.

The Saint Thomas University Faculty Association has reached agreement in principle with the employer on voluntary recognition of the faculty association as the bargaining agent for the part-time teachers at Saint Thomas. Negotiation of a collective agreement for the new bargaining unit seems to be proceeding smoothly, although some issues remain to be settled.

A tentative agenda has been agreed upon for the 1985 Collective Bargaining Conference. There will be training sessions on proposal writing, bargaining skills and grievance handling, plus a media workshop. There will be panel discussion on the following:

The Charter of Rights and Freedoms; Age, Tenure and other Matters (a discussion of the impact of "equality rights" under the Charter); Related Occupational Groups (a workshop on bargaining for non-faculty groups; Bargaining to the Wire (a workshop on negotiating strategies); Positive Action (a panel discusses affirmative/positive action and collective bargaining); Introduction to Academic Salary Structures (a review of academic salaries data, structure, and analysis); Pensions (a workshop on current issues in pension regulations and negotiations); Introduction to Economic Benefits (a workshop on non-pension benefits).

Please note that the dates of the conference have been changed. It will start on June 24 and terminate on June 28.

The Boston Compact seems to have better education game plan than the schemes in England and Germany

by Patrick McQuaid
Bulletin Correspondent

BOSTON — A dozen American educators and business executives recently embarked on a fact-finding tour of the British and West German training and vocational preparation systems to see if any overseas initiatives had application back home. Little did they know then that their foreign colleagues were more interested in picking their brains, and for good cause. The Americans, representing a diverse background of interests, were all part of a unique partnership called the Boston Compact, which since 1982 has helped promote this community as "The Number 2 most livable city in the United States."

Boston gained that title in the new edition of Rand McNally's *Places Rated Almanac*, a nationwide guide to better living which uses employment figures and quality of education among its yardsticks. Granted, this is hardly a scientific sociological study, but Boston moved up from number 18 in the first issue, indicating that business and academic can be compatible bedfellows.

Fair exchange?

The success of the Boston effort lies in the terms of the contract itself. The co-signers include both private and public universities, whose brains are on loan; the business community, which has made substantial financial commitments and agreed to find gainful employment for students, in exchange for improved academic performance; the powers-that-be in the public school system and the teachers union; and, of course, the students.

When the first edition of the Almanac was published, the partners had reached an impasse. The schools complained that their graduates couldn't find work. The businesses complained that graduates couldn't read. Students didn't say much of anything. Education appeared to be a dead-end endeavor.

Reform movements in the Boston schools had had a checkered history. Court-ordered desegregation had been so poorly managed that a federal judge took on personal supervision of the system's compliance with some 400 directives in a dozen different areas, including vocational and occupational education.

Four goals

Not all this has changed, but improvement has been significant. In the beginning, the Boston Compact targeted

four goals: decreasing the absentee and drop-out rate by 5 percent annually; ensuring that by 1986 every graduate would meet acceptable standards for reading, writing, and computing; and, especially important to university leaders, to increase by 25 percent over five years the number of secondary school graduates going on to higher education. For students the option of university or the marketplace remains open.

Not either-or

"Similarly," observes David Knapp, President of the University of Massachusetts, "the German 'dual system' is not a foreclosure on a higher education. Some young people intend to go on with their education, but first they acquire the security of a marketable skill."

Boston students who plan to study full-time in college increased marginally during the last academic year. Some 57 percent of the senior class indicated that they would enrol in a higher education program of some sort, up from 54 percent the previous year.

"We do have to accept the fact that there are a significant number of people who are not going on to a higher education," says Knapp, stressing the need for an expansion of the State's adult education and further-learning programs.

German model

The German dual system combines apprenticeship with continuing education, running two to three years for the secondary schools' 15- and 16-year-old graduates. Participants are not actually employed, but receive a modest allowance. The trade unions, local government and employers are all part of a well-oiled system.

In addition to particular trade skills, youths learn the fundamentals of adult

business life. In a typical week, a participant spends three or four days in work-based training and one or two days in what are referred to as "continuation schools," where they concentrate on the theoretical studies that would enable them to move on to the *fachschulen* — any of the degree-awarding institutions of higher education.

German employers cover the costs of apprenticeship as part of the tab for doing business, while the Federal States pay for the continuation schools as part of their education budgets. The scheme has been in effect for 10 years.

Bad side effect

At a conference early this year, German education leaders told their British counterparts of their own worries about the divisiveness of their system. Excellent vocational education for the many cuts them off from "the academic few," leaving them to feel "second best" from the start.

Officials, such as Senator Hanna-Renata Laurien, city education minister for Berlin, confessed to worries over the narrowness of the curricula. Rising unemployment within this particular age-group was leading competitive students to concentrate in narrow fields of study. Equally troublesome was a tendency for students to apprentice themselves in areas with immediate job opportunity but little future in a rapidly changing world.

British model

The revelations surprised many British educators, who look to West Germany as a model for the UK's still infant Youth Training Scheme, now only in its second year.

"The tenuous situation in England," Knapp told the *Bulletin*, "is aggravated by its high unemployment rate. There are simply no jobs waiting for so many of the Scheme's graduates."

During his visit to England, he met with one graduate who told of interviewing for 21 jobs before landing one. Obviously, there were 21 job openings, but the competition was fierce. Knapp comments that the British have yet to see the correlation between education and employment, and he finds the German model more applicable to the Boston scene.

"A fundamental problem with Boston," he notes, "is a lack of on-the-job training. Usually the necessary skills are developed by an employee after hiring and after time on the job."

The Vault

Aiding the Boston effort is the city's "shadow government," known as The Vault. Corporate executives, including higher-ups at the Federal Reserve and the major banks, insurance, and high-tech companies have worked closely with government leaders to find avenues to avoid time-consuming and costly red-tape.

Transactions have all been carried out aboveboard and it seems the only party left out of the Compact is organized crime. Originally, 21 companies signed on. The compact set 200 as a goal, and at last count more than 300 local firms were participating. Last year, some 415 graduates were placed in jobs with 92 percent reporting recently that they were still employed or had gone on to higher education. Almost half had received pay raises and 13 percent reported promotions.

All things being equal

A new focus of the Compact is to be on the poor record of the city's Hispanic students. Inadequate bilingual education and support systems have prevented a good number from meeting the academic requirements. Any student who passes the minimum competency tests can be listed with the Private Industry Council, and participating firms agree to give these graduates first shot at entry-level openings.

"There are no guarantees," another member of the Compact notes. "We're not asking businesses to create special jobs or waive normal standards. We're simply asking businesses — all things being equal — to take a kid who's been referred to them."

UK's missing link

In London, the Department of Education and Science is mulling over a new study from the Oxford Educational Research Group, which may supply the link Knapp finds missing in the British Scheme. The report strongly suggests that "technology" should be a mandatory subject for every secondary school pupil up to



David C. Knapp/President U of Massachusetts

age 16.

The Research Group's argument is based on educational, not vocational grounds. Within the curriculum, it states, technology would be viewed as a problem-solving process, with textbooks and other course materials designed to reflect this thinking.

To ensure sufficient teaching staff, the nation's most fundamental shortage, mature students should be recruited from industry as teachers in one-year training courses, with a special fund set up to pay them salaries equal to that of a starting teacher.

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overtrained for the labour market and then trickle down to the level which the economy can handle. In the Canadian context, this is known as underemployment.

For many young Canadian rebel angels, the trickle-down is a well-worn path. Many seek employment in the U.S., where the market, although glutted with PhDs, is more promising because of the size of the country, the greater number of institutions of higher learning, and the higher proportion of the population which attends universities. The

ultimate irony is when Canadian-trained scholars — with a specific policy to protect them — become a displaced minority and add to Canada's historic "brain drain" problem.

Gone south

In terms of the future of Canadian-based research, this means that those best-trained, and possibly most able, to develop a distinctive Canadian vision within their disciplines, are caught in the vortex of southward drift, forsaking their intellectual inclinations for job security.

Solutions to the continuing de-Canadianization of Canadian academia are difficult to implement even in the best of economic times, because the tenure system essentially locks universities into an American orientation. The new rebel angels, naturally concerned about their own careers, tend to seek opportunities elsewhere rather than to push for policies which would protect them and a Canadian intellectual future.

What may be required is more stringent monitoring of hiring practices to ensure that Canadians are in fact hired

whenever job openings occur. In situations of retrenchment, universities should be required by law or public policy to make every attempt to retain young Canadian scholars. Policies for early retirement of senior faculty, half-time appointments, or even detenuring of nonproductive senior people, would seem preferable to policies which drive out young Canadian academics.

Defensive actions

Other efforts might be made to keep Canadians in Canada doing Canadian research, by such means as a

large-scale program of post-doctoral fellowships, and the development by various governments of "think tanks" intended to address Canadian issues and problems.

The new rebel angels, despite their experiences with the Spook, should be encouraged by every possible means, to have their voices and experiences heard, and to make their rightful impact on the Canadian future.

(Susan McDaniel is an Associate Professor of Sociology at the University of Waterloo.)

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

Beyond Domination: An Essay in the Political Philosophy Of Education, Patricia White, Routledge & Kegan Paul, Boston, 1983. The author suggests ways in which a liberal democratic society might move from a dominating structure toward a more participatory educational system, through an emphasis on political education. Patricia White teaches at the University of London, England.

phonosophy with special interest in Hegel, Husserl and Heidegger; 2) Philosophy of religion including understanding of Western religion, and native religions; 3) History of philosophy with medieval philosophy and theology. Applications including curriculum vita and three letters of reference should be sent to: McCullough, Chairman, Department of Philosophy, Simon Fraser University, 1437 West 3rd Drive, Burnaby, BC V5A 5W6. Application deadline June 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Philosophy. Applications are invited for a 1-month position at the rank of Instructor/supervisor/research assistant of appointment September 1, 1985 to June 30, 1986. Some teaching experience and publications required, but not essential. Candidates must have a Ph.D. or be near its completion of requirements for the Ph.D. The successful candidate will teach one course in Introductory Philosophy and one or more of the following: Critical Thinking, Symbolic Logic, Philosophy of Mind, Ethics, Business and Professional Courses; taught courses may be taught in a broad spectrum of topics. Applications will be sent on request. Applicants should send a resume and curriculum vitae and three letters of reference. Dr. Paul Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL EDUCATION, CRECATION

UNIVERSITY OF WINNIPEG. Recreation and Athletics Studies. Applications are invited for a tenure-track position in Recreation Studies. The appointment is effective September 1, 1985. Appointments will be full-time, up to a maximum of 12 months. A degree required, Ph.D. with evidence of scholarly productivity preferred. The successful candidate will be expected to teach undergraduate courses in Recreation Studies and counsel students in the preparation of their professional recreation organizations, participate in and research the service and response studies required by the Ontario Ministry of Sport. Salary and rank commensurate with qualifications and experience. Applications, including a current curriculum vitae and three letters of reference, should be sent to: Thomas J. Keneil, Coordinator, Department of Recreation and Athletics, University of Winnipeg, 315 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRDCK UNIVERSITY. Recreation and Leisure Studies. Two tenure-track appointments in recreation and leisure studies. Candidates should have expertise in one or more of the following areas: recreation/recreation processes and delivery systems (recreational, commercial, and community development), research and experimental design, computer applications in recreation, sports, special populations, and fieldwork placements. Ph.D. (or near completion) is minimum requirement for tenure-track assistant professor. Salary and rank commensurate with qualifications and experience. Applications with Canadian immigration requirements will be considered. This advertisement is directed to Canadian citizens and permanent residents.

are commensurate with the qualifications and experience of the successful candidate. The \$1948-85 salary floor for Assistant Professor is \$25,000. Applications including curriculum vitae and three letters of reference should be sent to: McCullough, Chairman, Department of Philosophy, Simon Fraser University, 1437 West 3rd Drive, Burnaby, BC V5A 5W6. Application deadline June 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Philosophy. The Department of Physics is offering several postdoctoral fellowships. For research work in the areas of experimental particle physics, quantum chromodynamics, atomic and molecular physics, surface physics and energy conversion. Applications are invited for a period of 1 year and are renewable for a second year by mutual agreement. Competitive salaries are offered. A broad spectrum of research programs will be sent on request. Applicants should send a resume and curriculum vitae and three letters of reference. Dr. Paul Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHIATRY

UNIVERSITY OF ALBERTA. Department of Psychiatry. Applications are invited for two academic appointments in the Department of Psychiatry at the University of Alberta in Edmonton. The successful candidates will have a proven record of research and teaching and academic potential, and will be expected to contribute to the research and teaching programs of the department. One will be asked to serve in a clinical position. The appointment will be full-time geographic at an academic level commensurate with qualifications and experience. The University is an equal opportunity employer. Further details may be obtained from Dr. D. G. Dore, Professor and Chairman, Search and Selected Committee in Psychiatry, The Faculty of Medicine, The University of Alberta, Edmonton, Alberta, T6G 2E9; (403) 432-5903.

PSYCHOLOGY

UNIVERSITY OF ALBERTA. Department of Psychology. Applications are invited for two academic appointments in the Department of Psychology at the University of Alberta in Edmonton. The successful candidates will have a proven record of research and teaching and academic potential, and will be expected to contribute to the research and teaching programs of the department. One will be asked to serve in a clinical position. The appointment will be full-time geographic at an academic level commensurate with qualifications and experience. The University is an equal opportunity employer. Further details may be obtained from Dr. P. J. Cahill, Chairperson, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E9.

PSYCHOLOGY

UNIVERSITY OF NEW BRUNSWICK. Psychology. Subject to budgetary approval, the psychology department of the University of New Brunswick, Fredericton, will have a one year tenure track position available to a qualified individual to teach graduate level courses in Intellectual Assessment and Neuropsychology. Three letters should hold the Ph.D. Applications will be considered until the departmental deadline of July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Physics. Applications are invited for a tenure-track position at the Assistant Professor level. Outstanding research record in Theoretical Condensed Matter Physics, Statistical Mechanics, Solid State Physics, Geophysics and ability in undergraduate and graduate teaching. Salary determined by the candidate's qualifications and experience. Applications with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRDCK UNIVERSITY. Recreation and Leisure Studies. Two tenure-track appointments in recreation and leisure studies. Candidates should have expertise in one or more of the following areas: recreation/recreation processes and delivery systems (recreational, commercial, and community development), research and experimental design, computer applications in recreation, sports, special populations, and fieldwork placements. Ph.D. (or near completion) is minimum requirement for tenure-track assistant professor. Salary and rank commensurate with qualifications and experience. Applications with Canadian immigration requirements will be considered. This advertisement is directed to Canadian citizens and permanent residents.

PHYSIOLOGY

MCGILL UNIVERSITY. Department of Physiology, Cardiac Physiologist. Assistant or Associate Professor, Ph.D., and M.D., electrophysiologist with experience in the field of cardiology. Preferred: to teach Medical students

Salary according to qualifications and experience (base level \$30,000). In keeping with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Please forward a letter of application and three letters of reference to: Dr. A. G. Lowenberger, Director, School of Physiotherapy, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Telephone: (519) 885-1211. Effective date of appointment is July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

BRANDON UNIVERSITY. Political Science Brandon University, Department of Political Science invites applications for a tenure-track position at the rank of Professor level for one year appointment as a suitable replacement. Preference will be given to those who have demonstrated an interest in teaching in the areas of Canadian Government/Business Relations and/or International Politics. Comparative Politics. The ability to teach a wide range of subjects including Canadian Judicial System Procedures would also be an asset. Qualifications: Lecturer, Ph.D. or equivalent. Current salary base: \$21,160; Assistant Professor: \$20,600. Effective date of appointment: September 1, 1985. Closing date: When position filled. This position will include graduate teaching and supervision in addition to undergraduate political psychology and undergraduate teaching in an area which will depend upon the successful candidate's background. Applications should be submitted to Mrs. Jeannine Flentje, Administrative Assistant, Department of Political Science, 150 University Street, Brandon, Manitoba, Canada, R7A 1C9. Application deadline May 31, 1985.

UNIVERSITY OF WINNIPEG.

Department of Political Science invites applications for a two-year appointment, effective September 1, 1985. Primary responsibilities will include teaching of motor learning and control, and, preferably psychology of sport at the undergraduate level. Other responsibilities include teaching and supervising students with the particular skills and expertise of the candidate will be expected. Applications should be submitted to Dr. R.A. Khan, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Applications

for a three-year contract, including budgetary approval, the Department of Political Science intends to make one or more additional appointments in some combination of the following areas: Public Administration, Comparative Politics, Philosophy. Ph.D. with teaching experience. Current salary floors are \$25,730-\$27,730. Applications should be sent to Dr. R.A. Khan, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Applications

are commensurate with the qualifications and experience of the successful candidate. The \$1948-85 salary floor for Assistant Professor is \$25,000. Applications including curriculum vitae and the names of three referees should be sent to: Dr. R.A. Khan, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Applications

will be accepted until May 31, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO.

Department of Political Science. The Department of Political Science invites applications for a tenure-track position at the level of Lecturer or Assistant Professor. The position will commence July 1, 1985. A competitive salary of \$19,480-\$21,480 is required for appointment at the Assistant Professor level. Applications should be sent to: Dr. Michael Thompson, Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario N2L 3G1; (Phone: 519) 885-7323. Other qualifications: Ph.D. or equivalent in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN.

Philosophy. Applications are invited for a 1-month position at the rank of Instructor/supervisor/research assistant of appointment September 1, 1985 to June 30, 1986. Some teaching experience and publications required, but not essential. Candidates must have a Ph.D. or be near its completion of requirements for the Ph.D. The successful candidate will teach one course at the introductory level. Applications will be sent on request. Applications should send a resume and curriculum vitae and three letters of reference. Dr. Tom Allaway, Academic Dean, Algoma University College, Sault Ste. Marie, Ontario, P6A 5G6, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA.

Department of Religious Studies. Applications are invited for the position of part-time instructor to teach spring semester session courses in Religious Studies. Applications will be accepted for fall session Sept. to April, one full course. Applications should be Greek Orthodox Christianity and Islam. Application deadline is September 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN.

Western College of Veterinary Medicine. Small Animal Internal Medicine and Ophthalmology. The Department of Veterinary Internal Medicine and the College of Veterinary Medicine, is inviting applications for the following faculty positions: Assistant Professor, Senior Instructor, and Associate Professor. Dr. P. Cahill, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E9.

In teaching courses in developmental methods and program evaluation would be an asset. Teaching duties will be in all areas of the college. The clinical laboratory course is optional and the laboratory course on observation and evaluation research in child development. This is a term time position. Applications are invited for the position of a suitable applicant must, upon appointment, become a member of the Royal Canadian Veterinary Medical Association.

UNIVERSITY OF BRITISH COLUMBIA.

Briefly...briefly...

Our hearts with Oxford dons

NEW YORK — On January 29...more than a thousand (Oxford) dons assembled...to vote on a proposal to confer upon the prime minister, Mrs. Margaret Thatcher, the honorary degree of Doctor of Civil Law. After a two-hour debate...the proposal was defeated by 738 to 319 votes. (There followed an unprecedented) outburst of indignation, denunciation, and vitriolic comment in the columns of...journals committed to the support of Mrs. Thatcher's government...Later, however, a somewhat cooler tone emerged and letters appeared defending Congregation's decision and rejecting the story of a Marxist plot. The Times, to its credit, published a thoughtful article attributing the vote in Congregation to "the sentiment among sober center and center-right dons of many disciplines who feel that this government is composed of philistines who regard university education as just another lobby to be cut down to size, or just another service industry which ought to be given the choice of 'shaping up' or going under, rather than as a special activity at the very heart of the national culture." The truth of the matter could hardly be better expressed.

— From an article by H.L.A. Hart in the *New York Review of Books*, March 29.

(The CAUT Board, at the request of FAPUQ, approved a resolution at its February meeting supporting the decision of the Oxford dons. — Editor)

No survival without access

OTTAWA — "We will not survive, we will not maintain our leadership in the world of tomorrow if great numbers of our women, of our minority groups, and of our less affluent citizens are discouraged, overtly or covertly, from seeking the fullest development of which they are capable." — N.S. Education Minister Terence Donahoe, in a reference to accessibility during a speech to an AUCC meeting March 6.

Guide on treating the sexes

OTTAWA — The Social Sciences and Humanities Research Council (SSHRC) has issued a booklet "designed to alert researchers to the possibility of bias with respect to the social and cultural activities of the sexes." It was written by Margrit Eichler of the Ontario Institute for Studies in Education, and Jeanne Lapointe de Laval. Entitled *The SSHRC believes On the Treatment of the Sexes in Research* it is the first comprehensive guide of its kind.

OCUFA leery of PC's Miller

TORONTO — The Ontario Confederation of University Faculty Associations (OCUFA) tried hard to make higher education an issue in the May 2 provincial election. It launched an advertising campaign and issued a campaign kit to encourage pointed questioning of candidates. It asked the three party leaders for their positions on university issues. OCUFA President Bill Jones said of the responses: "Both Mr. Petersen (Liberals) and Mr. Rae (NDP) said that the objectives (on access, quality, student-teacher ratio, research, etc.) could only be obtained by increased funding...[Premier] Miller's views on funding are vague, if not erroneous...answers are evasive...arguments are spurious. We hope that Ontario voters will insist the candidates provide specific answers on the fundamental problems confronting Ontario's universities.

We must modernize bargaining

TORONTO — "Traditional collective bargaining has for the most part served this country well. But it will no longer suffice as virtually the sole form of continuing interaction between the parties. Rather, labor and management — and eventually government — must develop complementary new ways of relating to each other. This will require new attitudes and institutions and a great deal of effort and patience. All of this is essential if Canada is to survive, let alone prosper, in the increasingly competitive world in which it must operate."

— Prof. John Crispo, in the *University of Toronto's Labour Relations News*, January '85.

Scientists vs. vulgar media

TORONTO — Last August a very significant event took place in Vancouver — the Genetics Societies of America and of Canada met jointly for only the second time in history and for the first time ever in Canada...Yet how many Canadians were even aware of it? Not many, because, to the people who decide what is newsworthy, this meeting was not of general interest.

Incidentally, B.C.'s Minister of Science, Patrick McGeer, who is himself a scientist of considerable repute and who jumped on the interferon bandwagon (remember that boondoggle?), refused to support the meeting at all. This is a man who makes a lot of noise about developing a hi-tech base in British Columbia.

The Canadian media are obsessed with politics and they have a glaring lack of interest in science and technology.

...if it matters that Canadians have a sense of what scientists are doing, if we want to stop the irresponsible sensationalism of a lot of science reports, then professional scientists are going to have to get involved. Why not begin a pro-

Les conservateurs ont toujours critiqué la politique énergétique des libéraux qui avait pour objectif d'assurer l'indépendance du pays en cas d'une nouvelle crise du pétrole. Le prix du pétrole était bas et les réserves abondantes, Thomas Siddon a jugé inutile de poursuivre les recherches sur les énergies renouvelables.

Iронiquement, la division Énergie était un modèle de gestion pour les conservateurs puisque toute la recherche était donnée à contrat à des entreprises privées ou des universités. Hormis un petit comité de chercheurs-gestionnaires responsables de l'attribution des contrats, il n'y avait pas de lourde infrastructure physique rattachée à cette division. Le gouvernement conservateur aimerait privatiser la recherche sur ce modèle pour diminuer le nombre de chercheurs à l'emploi de l'Etat. Selon une récente étude du Conseil des sciences, le quart des scientifiques et des ingénieurs canadiens travailleront pour le gouvernement alors que ce pourcentage n'est que de 10 pour cent aux États-Unis.

Des répercussions au Québec: Le coup a été dur à encaisser pour le Québec qui était le théâtre d'importants projets de recherche. "La division Énergie du CNRC coordonnait la recherche dans ce secteur au Canada. Nous venons de perdre notre principal interlocuteur et nous ne savons plus à qui nous adresser", explique Jacques Martel, directeur de l'INRS-Energie, dont l'organisme est impliquée dans plusieurs projets d'envergure.

"Il existe six ou sept manufacturiers de produits solaires au Canada dont la moitié sont québécois. Qui va aider ces PME à développer de nouveaux produits pour demeurer compétitifs?", se demande Jacques Martel. Le plus important manufacturier au Québec est Petro-Sun et son chiffre d'affaires n'est que de 13 millions. "Ces compagnies n'ont pas les moyens d'entretenir un laboratoire de recherche", de renchérira le directeur de l'INRS-Energie. Ce dernier est d'autant plus effusé par ces coupures que l'industrie solaire canadienne avait mis au point des produits pouvant fonctionner sous nos rudes conditions climatiques. "Imaginez la performance de ces produits dans les pays en voie de développement qui bénéficient de plus d'heures d'ensoleillement".

Le projet Tokamak: Cet hiver Jacques Martel a craint pour l'avenir du Tokamak. Le CNRC et l'Institut de recherche de Hydro-Québec (IREQ) avaient entrepris la construction, à Varennes au sud de Montréal, d'un réacteur de fusion thermonucléaire à confinement magnétique de type Tokamak, au coût de 40 millions.

gram of workshops to explain to interested scientists what the vulgar media are all about?

— From a column by David Suzuki in the *Toronto Star*, February 9.

NSCUFA blasts the Premiers

HALIFAX — The Nova Scotia Confederation of University Faculty Associations (NSCUFA) has strongly condemned an increase in foreign study fees. Om Kamra, President of NSCUFA, said "we are particularly distressed that a substantial change in the foreign student levy was made while the Maritime Provinces Higher Education Commission (MPHEC) was reviewing policies" on the subject. NSCUFA had been asked to comment, but "the Premiers appear to have pre-empted the entire MPHEC process with their announcement" of fee increases. "The basic democratic tenet is that sound policy requires open and informed discussion. The Council of Maritime Premiers has precluded such discussion and the result is, in our view, a fundamentally unsound policy."

CAUT and University Week

OTTAWA — The AUCC has announced that National Universities Week will be observed Oct. 19-26. Media coverage, political activity, and advertising at the national level will be supported by major programs on individual campuses. Theme of the week is "Extending Ideas Into Your Community." ("Un courant d'idées dans votre communauté.") The role of universities in every aspect of life and development will be emphasized. CAUT's participation will be decided at the May Council meeting.

Learneds urged to relocate

ST. JOHN'S — L'ACPU fait encore des efforts pour solutionner le cas d'un professeur de l'Université Memorial, cas qui a provoqué la censure de cette université par l'ACPU. Entre temps, l'ACPU a insisté auprès des sociétés savantes de considérer des sites alternatifs pour leurs réunions de 1988 qui devraient avoir lieu à l'Université Memorial. De plus amples informations peuvent être obtenues du secrétaire du Comité de la liberté universitaire et de la permanence de l'emploi, ACPU, 75, rue Albert, pièce 1001, Ottawa (Ontario), K1P 5E7.

ST. JOHN'S — CAUT continues to pursue a resolution of the faculty case which provoked the CAUT censure of Memorial University. Meanwhile CAUT has urged the learned societies to consider alternative sites for their 1988 meetings which are scheduled to be held at Memorial. Further information on the censure can be secured from the Secretary, Academic Freedom and Tenure Committee, CAUT, 75 Albert, Suite 1001, Ottawa K1P 5E7.

Le ministre Thomas Siddon vient de débloquer les dernières sommes nécessaires à son parachèvement qui est prévu pour la fin de l'été.

Cependant le Tokamak n'est pas sauvé pour autant puisque Hydro-Québec ne veut pas assumer seul les 12 à 14 millions de dollars nécessaires à son fonctionnement annuel et le ministre fédéral de la Science et de la Technologie n'a pas encore fait connaître ses intentions. Mais plusieurs observateurs croient qu'Ottawa va demander impliquée dans ce projet. En effet, Thomas Siddon n'a pas hésité à fermer l'Institut de technologie manufacturière de Winnipeg dont la construction était presque terminée et le personnel déjà embauché. Si le ministre avait eu les mêmes intentions envers le projet Tokamak, il n'aurait pas autorisé la fin des travaux.

Pour leur part, les responsables du projet Éole ne croient pas qu'Hydro-Québec abandonnera aux quatre vents l'éolienne de 110 mètres de haut qui sera érigée cet été à Cap-Chat en Gaspésie.

Et les autres centres de recherches?: L'Institut d'optique qui devait être construit à Québec n'a pas été remis en question par le ministre Thomas Siddon. Il faut cependant souligner les pressions exercées par le GATIQ qui a eu la sagesse d'exiger des candidats conservateurs un engagement public sur l'avenir de ce centre durant la campagne électorale. Le Groupe pour l'avenir technologique et industriel de Québec comprend, entre autre, le recteur de l'Université Laval, le président du Centre de recherche industriel du Québec (CRIQ) et le président de la Chambre de commerce.

Par contre, selon certaines rumeurs, l'Institut d'optique ne relèvera plus du CNRC. Il est plutôt question d'en faire un centre de recherche privé, administré conjointement par Ottawa, Québec et l'entreprise privée. Les frais de construction de l'institut seront assumés entièrement par le gouvernement fédéral.

En fait le seul centre de recherche du CNRC qui a été abandonné par Ottawa est celui en électro-chimie. Il faut cependant dire que personne ne regrette la disparition de ce centre car il était au cœur d'une querelle entre les deux gouvernements, et avant l'élection, on s'apprêtait à construire au Québec deux centres en électro-chimie! Devant le comité parlementaire sur les prévisions budgétaires, le ministre Siddon a parlé d'une contribution au financement du centre de recherche provincial et de la possibilité que le CNRC y loge une équipe de recherche. "Mais notre contribution sera modeste a-t-il déclaré en substance.



Le CNRC va connaître des jours meilleurs

Le Conseil national de recherches du Canada a été un des organismes fédéraux les plus durement affectés par les coupures budgétaires imposées par le gouvernement conservateur. En effet 70 millions de dollars (14 pour cent) ont été retirés du budget du CNRC qui restera de 500 millions. A titre de comparaison, la Société Radio-Canada n'a subi que 75 millions de coupures sur un budget de 900 millions (soit 8,3 pour cent).

Mais la période d'austérité semble maintenant terminée pour la communauté scientifique puisque le 27 mars dernier, devant le comité parlementaire des prévisions budgétaires, le ministre de la Science et de la Technologie, Thomas Siddon, a déclaré qu'il n'y aurait pas d'autres coupures dans la recherche. Les budgets des conseils subventionnaires ont même été augmentés.

Un autre indice nous permet de croire que le CNRC connaîtra des jours meilleurs: son président Larkin Kerwin a vu son mandat renouvelé pour une période de cinq ans. Il y a quelques mois encore, la communauté scientifique s'attendait plutôt à une démission du président du CNRC ou du moins au non-renouvellement de son mandat. "Larkin Kerwin n'aurait sûrement pas accepté de gérer la décroissance", faisait remarquer un des responsables du CNRC.

Disparition de la division Énergie: Devant le comité parlementaire sur les prévisions budgétaires, Larkin Kerwin a reconnu que le ministre Thomas Siddon n'avait pas consulté le conseil d'administration du CNRC pour déterminer les programmes qui seraient abolis. Ainsi la division Énergie est disparue par la seule volonté politique du gouvernement.

Committee ditty

Oh give me your pity!
I'm on a committee,
Which means that from morning to night

We attend and amend
And contend and defend
Without a conclusion in sight.

We confer and concur,
We defer and demur,
And reiterate all of our thoughts.

We revise the agenda
With frequent addenda
And consider a load of reports.

We compose and propose,
We suppose and oppose,
And the points of procedure are fun.

But though various notions
Are brought up as motions,
There's terribly little gets done.

We resolve and absolve,
But we never dissolve,
Since it's out of the questions for us

To bring our committee
To end like this ditty,
Which stops with a period — thus,

Leslie Lipson
University of California at Berkeley

Sad story has happy ending for lecturer

Kenyan university lecturer Kamaji Wachira, (pictured at right), whose imprisonment was featured in The Bulletin December 1984, has been released in a general amnesty. The 39-year-old Wachira was arrested in June 1982 and held in a maximum security prison in Nairobi.

He was detained under the Preservation of Public Security Act, which allows indefinite jailing without charge. Wachira was senior lecturer in geography at Kenyatta University College, part of the University of Nairobi. He had not been active in politics. Amnesty International thanked those who wrote on his behalf.



May/mai 1985

BRITISH from page 4

the profession as a whole and leads to disruption for both staff and students.

Many researchers on short-term contracts are also required to waive their basic employment rights, such as redress for unfair dismissal and rights to redundancy pay. After as long as 10 years or more in a university, staff are being denied rights which other public service workers take for granted.

A deadly race

The British university system is under great strain at a time when it has a unique contribution to make to future prosperity. This year the government expects to produce a consultative document on the future of higher education.

The AUT must continue its work of persuading the government to invest in the future. We will continue to call for a major expansion of the university system to provide for groups which have not traditionally applied to universities and for increased research funding.

H.G. Wells prophetically anticipated our current plight when he said "Human history becomes more and more a race between education and catastrophe."

Employee Benefit Plan may offer option for faculty when universities are resisting extra cash outlays

by Walter K. Mis

The Income Tax Act contains a number of specific provisions authorizing the deferral of receipt of salary by an employee until some time in the future. Perhaps the best known of such provisions relates to registered pension plans and registered retirement savings plans, both of which allow an employee to defer receipt of income until monies are taken out of such plans. The Act also provides for another type of plan defined as an "Employee Benefit Plan."

Tax deferred

Under the terms of an Employee Benefit Plan, an employer can make contributions to a trustee to be held for a particular employee. Such contributions are not taxed in the hands of the employee until they are actually paid out to the employee by the trustee.

But, unlike registered pension plans and registered retirement savings plans, contributions that are made by an employer to an Employee Benefit Plan are not deductible by an employer until they are paid out by the trustee. This means that employers that are subject to income tax receive no benefit from such contributions until the employee actually receives the funds. It is for this reason that Employee Benefit Plans have generally not met with favor.

However, in the academic area, the employer is almost always a non-taxable educational institution and, therefore, the deductibility of payment is not critical. This presents an opportunity for employees of academic institu-

tions not only to defer the receipt of a portion of their salary or other remuneration into the future, but also to obtain a number of other advantages.

Advantages

Firstly, an Employee Benefit Plan is not subject to the same restrictions that other deferral plans are with respect to contribution. For example, there is a \$3,500 per year limit on contributions to pension plans and registered retirement savings plans. Once this limit is reached an employee cannot make further contributions that are tax deductible.

An Employee Benefit Plan is not subject to any similar rules, although it is understood that some plans in existence do provide for a maximum percentage of the salary which can be allocated to such plan.

Funds not frozen

Secondly, there is flexibility with respect to the terms under which monies may be withdrawn from the plan by an employee. For example, a pension plan does not allow an employee to withdraw funds except upon retirement or death. An Employee Benefit Plan may provide that an employee may withdraw sufficient funds while on sabbatical to bring the employee's salary up to that which the employee would have received without any sabbatical reduction.

This is of particular importance at the present time when going on sabbatical has become increasingly difficult due to the rising costs of travel and living outside of Canada, particularly in the United

States. Monies held for an employee in an Employee Benefit Plan may also be used to augment retirement income.

Disadvantages

There are some disadvantages to the plan, not the least of which is the fact that Revenue Canada has consistently refused to allow the income on any monies held in such plan to be deferred for income tax purposes.

So, for example, if \$1,000 is placed into an Employee Benefit Plan by a university for one of its staff members and this \$1,000 is invested to yield \$100 in interest, the \$100 must be paid out to the employee during the year and included in the employee's employment income (not investment income.) This means that the earnings cannot be sheltered or deferred for income tax purposes.

There is, however, a way to overcome this problem by electing to contribute additional amounts of the employee's salary or benefits to the plan in the year. In effect, as the receipt of the Employee Benefit Plan income increases, the salary from the employer decreases as additional contributions are made to the Employee Benefit Plan by the employer.

Effect on pension

The other drawback of the Employee Benefit Plan is a result of the interpretation put upon employee's salary by pension administrators. If an employee defers the receipt of income through an Employee Benefit Plan, and this reduces the employee's salary for pension plan calculations, then

obviously the employee should not elect to make any payments to an Employee Benefit Plan within the three- or five-year period preceding retirement, upon which pension payments are calculated for the purposes of that employee's pension plan.

The other possible disadvantage of an Employee Benefit Plan is the fact that there are limitations governing when monies may be withdrawn from the plan. Generally, they may be withdrawn to supplement sabbatical salaries and retirement income, or upon termination of employment. Not for other purposes.

This is to prevent employees from arbitrarily manipulating their employment income to the detriment of Revenue Canada. Therefore, if an employee will require additional funds in the future, it is unwise to allocate funds to an Employee Benefit Plan since they are in effect locked in for the purposes stated.

Get advance ruling

An Employee Benefit Plan is usually set up in consultation between the university and the staff association. An advance ruling from Revenue Canada is advisable, to ensure that the terms and conditions of the plan meet with Revenue Canada's requirements. Since a number of these plans have now been approved, this is not an insurmountable obstacle.

The plan sets out how an employee may determine what amount is to be paid to the trustee to be held for the employee. This can be either by way of a specific dollar amount or by way of

remuneration from specific sources as, for example, extension teaching or honoraria. The election is usually made for the forthcoming fiscal year of the university and, therefore, requires some element of advance planning on the part of the employee.

Earnings taxed

The trustee, usually a trust company, receives and holds the funds in separate accounts identified for each employee. The trust company also invests the funds in accordance with the investment directives that are contained within the plan.

In this regard, a plan usually provides for a number of options such as common stock, mutual fund, mortgage fund, or term deposits of the trust company. Since all income earned on monies invested is characterized as employment income, not investment income, employees are not entitled to shelter \$1,000 of this income under the interest and dividend reduction in the Income Tax Act.

Other factors

The plan must provide for a prohibition against hypothecating or selling of the employee's interest in the plan, a limitation generally found in all pension plans.

Upon retirement, an employee is entitled to receive the balance remaining to the credit of the employee in the plan, either by way of a lump sum or by way of payments over a period of time, depending upon what form of annuity is chosen.

As with pension plans, a participant may designate a

beneficiary who is to receive any benefits should the employee die before receiving all benefits under the plan.

Since an employee may elect annually as to what if any amounts are paid into the Employee Benefit Plan by the employer, there is some degree of flexibility from the point of view of the employee. However, where pension contributions are affected by contributions to an Employee Benefit Plan, it is advisable not to make any contributions to the Employee Benefit Plan prior to retirement for the reasons indicated above.

It is also possible to structure the agreement to require the trustee to report at least annually to each employee. This is more than what many employees receive from their pension fund administrators at this time, since many pension plans do not provide for any mandatory reporting to employees except when specifically requested, and only then for defined periods.

Worth a look

In conclusion, therefore, the Employee Benefit Plan is one that should be looked at by faculty members to improve the benefit package. Particularly at the present time, when university administrations are in the midst of budget restraints and benefits requiring additional cash outlays by universities are met with strong resistance.

(Walter Mis is Professor of Law at the University of Alberta, and acts as a consultant to CAUT on taxation matters.)

from 1/ Guideline on ending mandatory retirement

Freedom and Tenure Committee. Approaches to this committee should be made through the local faculty association.

Interim defences

Meanwhile if your university administration is one which intends to contest the application of the Charter of Rights to the universities, CAUT has advised local faculty associations to consider a number of avenues in relation to cases of compulsorily retired members:

(a) Since a court case is likely to take some years, faculty members who are compulsorily retired should, with the aid and assistance of the faculty association, seek an interim arrangement with the administration if they wish to continue active work in the university. In any case they should take precautions not to prejudice their rights in regard to the Charter of Rights. CAUT has suggested to local faculty associations wording to deal with this situation.

(b) Where faculty associations have collective agreements in place, the faculty association could launch a grievance. Agreements vary

across the country as to the specificity of the requirement for mandatory retirement. Thus grievances may have to be lodged under different articles in different collective agreements. In any event, if you think that this route might apply to you, you should work closely with your faculty association and pay close attention to the time limits in the agreement.

(c) Where faculty associations do not have a collective agreement but do have an effective grievance procedure, you should, in conjunction with the local faculty association, consider taking this route.

Faculty associations may ask for support in these arbitrations from the CAUT Arbitration Service. This service was set up some years ago by the CAUT to provide assistance in arbitrations where it was desired.

On Council agenda

The CAUT Council will be discussing mandatory retirement at its annual general meeting in early May. It will also be on the agenda of the CAUT Collective Bargaining Conference in June.

At the CAUT Council there will be discussion of a guideline to make operational the application of the Charter of Rights and the consequent abolition of mandatory retirement. The elements of this proposed guideline are:

- That the protection of tenure remain in full force and effect for those who continue employment past the normal pensionable age.

- That the normal pensionable age (i.e. the age for entitlement to full retirement benefits) be maintained at 65.

- That necessary changes be negotiated in other fringe benefit plans.

That the university put into place an attractive system of reduced workloads with the right to have full pension contributions, work-sharing, and early retirement at ages significantly younger than 65 where warranted, with reasonable access to university facilities.

- A system for buying out contracts on an equitable and voluntary basis.

The proposed guidelines indicate that faculty members who have passed the normal pensionable age should be subject to normal expectations as to the performance of their duties, in exactly the same way as those who have not yet reached that age. In a case where allegations of inadequate performance are made, procedures currently in force (assuming that they provide due process) should apply.

Reform long overdue

In fact, flexible and humane arrangements for early retirement and other varieties of contract should have been developed and other varieties of contract should have been of mandatory retirement.

Some universities have put such procedures into place. CAUT and AUCC have created a joint subcommittee to study these plans and to consider what barriers exist to making them more effective. This arose from the decision of the CAUT Board to examine some of the suggestions of the Symons/Page Commission in this regard.

There are significant numbers of faculty who would like to be relieved of some or all of their duties so they could pursue particular interests, but who are currently reluctant to do so for one of two reasons.

The crucial reason for most is concern over economic security due to inadequate pensions, lack of portability, and penalties for early retirement.

For some, who want to continue to devote attention to scholarly work, there is also the concern that severing their current contractual arrangements will deprive them of access to the means to carry out their work, e.g. research grants, travel funds, typing arrangements, library and laboratory facilities.

It is possible for faculty associations to negotiate means to ameliorate such concerns where warranted, and CAUT strongly recommends that this be done.

Fear and panic

It regularly happens that whenever a significant measure of social change is (or is about to be) enshrined in law, as a reflection of the will of the majority of the citizenry, some individuals and groups react hysterically, suggest worst-case scenarios as a matter of fact, and demand panic reactions. It is nevertheless clear that any particular major legislative or legal change is apt to ameliorate the problem at hand, but also create other problems.

Some academics have, for instance, been exercised at the thought that the abolition of mandatory retirement would make it difficult to recruit younger faculty. However, it seems implausible to suggest one form of discrimination in order to benefit another group.

The wrong enemy

In fact, the course, the problem of securing enough junior faculty is in large measure the fault of provincial funding arrangements. Such critics should be directing their wrath, not at their colleagues, but at the politicians.

Moreover, there are also concrete steps that the faculty can negotiate with the university administration to encourage more rapid turnover in a fair and equitable way. These are noted in the propos-

ed CAUT guideline — effective early retirement schemes without actuarial penalties, reduced-time appointments with favorable pension coverage, and the like.

Administrative zealotry

It is interesting to note that the Bovey Commission in Ontario chose not to rail about this issue, but to suggest two concrete steps to deal with the question of turnover. The first was the creation of a fund for hiring "new blood" in the universities. The second was the provision of funds to assist early retirement and the like. The Commission specifically stated that it preferred to spend more money on the former than on the latter. It also opposed any attempt to avoid the application of the Charter.

It is strange that there should be a small group of zealous administrators who want to deny to the university community those rights guaranteed by the Charter. Universities, of all communities, should be committed to maximization of individual rights, not their restriction. Nor do these administrators seem to care much that they are spending money on court cases which might otherwise be used to buy books or laboratory equipment, or to increase scholarships and fellowships.

Who pays the piper?

Faculty associations spend their own money on court cases; administrators spend the taxpayers' money. Perhaps a question or two should be asked.

This is particularly the case when the Supreme Court of Canada had already said in *Ontario Human Rights Commission v. Borough of*

Etobicoke, even before section 15 became operative:

"We all age chronologically at the same rate, but aging in what has been termed the functional sense proceeds at widely varying rates and is largely unpredictable. In cases where concern for the employee's capacity is largely economic, that is, where the employer's concern is one of productivity, and the circumstances of employment require no special skills that may diminish significantly with aging, or involve any unusual dangers to employees or the public that may be compounded by aging, it may be difficult, if not impossible, to demonstrate that a mandatory retirement at a fixed age, without regard to individual capacity, may be validly imposed under the Code."

LETTER from page 2

Association for a start. Air Traffic Controllers, who know only too well which side their Canadian bread is buttered on, keep such opinions mainly to themselves.

Professor Borin probably won't believe it, either, when I tell him that bridge control on the ships of most World Navy's (Russia excluded) is usually in English. And that goes as well for a goodly portion of the Merchant Service. I know that from first hand experience in NATO exercises. I hope, for the sake of York University AND his students that the good professor learns to research his subject matter a little more thoroughly.

Sincerely,

Gerald McCaughey
Department of English
University of Alberta

 McGill University
SEARCH RE-OPENED
Dean of the Faculty of Religious Studies

Nominations and applications are invited for the position of Dean of the Faculty of Religious Studies of McGill University. The appointment, tenable from September 1, 1985 or a later date to be mutually agreed upon, is normally for a five-year term and may be renewed.

The Dean of Religious Studies is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; a working knowledge of French is desired.

The Faculty of Religious Studies, including the Institute of Islamic Studies, has 19 full-time and 11 part-time faculty members and teaches approximately 120 (full-time equivalent) undergraduate and approximately 80 (full-time equivalent) graduate students. Programs are offered leading to the degrees of Bachelor of Theology, Master of Sacred Theology, and Doctor of Philosophy. In addition, students enrolled in the Faculty of Arts may follow programs in Religious Studies leading to the degrees of Bachelor of Arts and Master of Arts. Three colleges are affiliated with the Faculty: Montreal Diocesan Theological College of the Anglican Church of Canada; Presbyterian College; United Theological College of the United Church of Canada. These enrol their candidates for ordination in the McGill Bachelor of Theology program followed by one year of professional training jointly provided by the three colleges and continuing in the Master of Arts degree. The Institute of Islamic Studies, which is a graduate institute within the Faculty, is concerned with the study of the Islamic tradition. Both the Religious Studies and the Islamic Studies sectors of the Faculty have extensive library holdings.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted, preferably by June 1, 1985, to:

David L. Johnson
Principal and Vice-Chancellor
McGill University
845 Sherbrooke Street West
Montreal, Quebec H3A 2T5

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The Department of Electrical Engineering at the University of Toronto has five tenure-stream faculty positions open in the following areas:

(1) Software engineering, with research interest in one or more of: distributed computing, languages and compilers, operating systems, parallel processing, protocols, and VLSI computer-aided design.

(2) Computer architecture and organization, with research interest in one or more of: distributed computing, local area networks, parallel processing, performance evaluation, protocols, and VLSI design.

(3) Electronics (2 positions), with research interest in one or more of: semiconductor devices, integrated circuits, computer aided design, and electronic circuits.

(4) Silicon integrated circuits, with special emphasis on the impact of device technology on design techniques. Candidates for this position are expected to carry out cooperative industrial research with, among others, Northern Telecom Inc., Canada's largest telecommunications company.

All positions involve both research and teaching at the undergraduate and graduate levels. It is intended that all appointments will be made at the Assistant Professor level. However, depending on qualifications and experience, appointments at a higher rank may be possible.

Applicants should send a resume, a statement concerning teaching and research interests, and a list of at least three references to: Prof. H. W. Smith,

Chairman, Dept. of Electrical Engineering,
University of Toronto,
Toronto, Ont., Canada, M5S 1A4.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



ECONOMIST

Applications are invited for a faculty position at the rank of Assistant or Associate Professor, beginning July 1, 1985. Responsibilities include undergraduate teaching and research in two or more of the following areas: Theory, Monetary Economics, International Trade, Regional Development, Labor, Public Finance. Applicants should have the Ph.D. degree or be near completion. Teaching and other experience desirable. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor John Nicholson, Chairman, Department of Social Sciences, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. B1P 6L2.

MONCTON

/suite de la page 1

une exposition d'art et des vidéos réalisées pour un cours ont été censurés, la suppression d'un colloque et le contrôle des journaux qui circulent à l'université sont d'autres questions en cause.

L'Association des professeurs de l'Université de Moncton a demandé à l'ACPU de faire enquête sur la situation de la liberté universitaire à l'université. Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU est convenu de le faire et a demandé aux Prs Alain Prujiner, de la Faculté de droit de l'Université Laval, et Roger Clark, de l'Université Memorial, de faire procédure de comité d'enquête. Il s'est tenu de longues audiences à Moncton. Professeurs, étudiants et administrateurs ont présenté plus de 40 exposés oraux et de longues déclarations écrites, mais certaines hautes figures de l'administration ont refusé de collaborer.

Existence de graves problèmes

L'enquête a constaté qu'il existait de graves problèmes à l'Université de Moncton. Certains se rattachaient au mode de comportement de l'administration et d'autres à l'absence d'une procédure raisonnable pour ce qui est de faire face aux conflits à l'université.

Le Pr Prujiner a signalé, à la conférence de presse, qu'il y aura toujours des conflits dans les universités; elles seraient mortes si ce n'était pas le cas. L'important, c'était d'avoir un milieu et une procédure propres à faire que le dialogue puisse avoir lieu et que les droits des intéressés soient protégés.

Le comité a aussi examiné un certain nombre de plaintes formulées contre l'association des professeurs. Il les a presque toutes écartées. Dans un cas, cependant, il a conclu que l'exécutif avait agi de façon exagérée, prématurée et maladroite.

Méthodes arbitraires

Dans le cas des étudiants, en 1979, le conseil d'administration a décidé de procéder contre certains d'entre eux. Il n'a pas été donné d'explications quant au choix des victimes. Les étudiants n'ont pu se faire entendre et n'ont même pas su qu'il se prenait des mesures disciplinaires contre eux. Certains d'entre eux ont découvert qu'ils avaient déclaré coupables seulement lorsqu'ils ont demandé à être admis à l'université.

En 1982, c'est l'administration, avec le directeur des services aux étudiants et le directeur du service de sécurité, qui a choisi les accusés. Les critères de sélection n'ont pas été connus. Les étudiants n'ont pas été entendus avant la décision.

Manipulation

L'administration a aussi manipulé les choses pour enlever les affaires au comité disciplinaire pour une raison technique et les inscrire à l'ordre du jour du comité des admissions. Ce comité est dominé par des administrateurs et a pour fonction de voir si les candidats à l'admis-

sion répondent aux titres et qualités d'ordre éducatif exigées par l'université.

L'expédient du refus de la réadmission était, aux yeux de l'enquête, une punition démesurée par rapport aux infractions présumées parce qu'il obligeait des étudiants académiques à changer la langue de leur enseignement ou à quitter la province.

L'enquête a constaté que certains des problèmes tenaient à une tendance à juger sommairement les choses sans se mettre en peine de procéder. Selon les enquêteurs, la certitude d'avoir raison semble détruire toute prudence chez certains administrateurs qui croient sincèrement qu'il est bon de faire preuve d'autorité.

Censure

La circulation des journaux à l'université a été plus souvent en litige aux États-Unis qu'au Canada. Il ne semble pas y avoir eu de problème à Moncton avant 1979 et un ancien recteur a déclaré avoir acheté des périodiques marxistes qui se vendaient librement à l'époque.

Après 1979, il y a eu de plus en plus de règlements. La librairie a refusé d'accepter des ouvrages qu'elle considérait comme de la propagande politique. Le comité d'enquête a conclu que cela n'était pas du tout dans l'ordre. La police de sécurité a ensuite prétexté que tous ces journaux ne pouvaient être mis en circulation que par des sociétés reconnues - la question de la reconnaissance étant une autre source de conflit. Le comité d'enquête a constaté, cependant, que cette règle était appliquée de façon sélective.

D'autre part, le rapport a noté que l'administration résistait aux tentatives faites par le Ministère provincial des Services sociaux pour dicter le genre d'enseignement donné par les départements de services sociaux de l'université.

Recommendations

L'extrait du rapport du comité qui suit donne le détail des recommandations:

Cette enquête a permis d'établir qu'il existe certains textes qui tendent à protéger la liberté d'expression et universitaire des professeurs et des étudiants. La convention collective des professeurs a démontré son efficacité, mais on ne peut en dire autant des textes réglementaires applicables aux étudiants. Notre première recommandation concerne donc ceux-ci:

1. Que le Comité disciplinaire conjoint exerce à l'avvenir les responsabilités qui lui sont confiées par les règlements et que le Comité exécutif lui soumette obligatoirement toute infraction présumément commise par un étudiant afin que ce Comité décide de la sanction éventuellement appropriée.

Cette recommandation est un retour à la logique même des règlements de l'Université qui n'aurait jamais dû être abandonnée.

Parmi ailleurs, il est aussi apparu qu'en de multiples circonstances, l'absence de réglementation entraînait des risques d'arbitraire. Pour pallier ce risque nous proposons les recommandations

suivantes:

2. Que les règlements nécessaires soient adoptés dans les cas où nous avons souligné leur inexistence ou inadaptation, après une négociation avec les organisations des personnes impliquées.

3. Qu'un poste de "protecteur de la liberté universitaire" soit créé pour permettre à tout membre de la communauté de lui soumettre rapidement toute plainte quant à l'exercice de sa liberté universitaire ou d'expression.

Ce poste, sans être une panacée, permettrait, croyons-nous, de régler rapidement les difficultés pouvant surgir dans l'application des règlements ou provenant de toute décision pouvant affecter la liberté d'expression des membres de la communauté. La personne choisie devrait avoir la confiance de l'administration, de l'ABPUM et de la FEUM, et bénéficier d'un pouvoir d'intervention rapide.

Quant aux procédures et règlements existants, ils souffrent parfois d'un défaut qui a été plusieurs fois souligné: il s'agit de l'absence de garantie des personnes en cause de pouvoir faire connaître leur point de vue. Dans le même ordre d'esprit, il faudrait aussi assurer que chacun puisse accéder aux informations contenues dans les dossiers le concernant:

4. Que les règlements de l'Université de Moncton prévoient expressément que lorsqu'une décision peut affecter un membre de la communauté universitaire, celui-ci en soit avisé et puisse se faire entendre avant que la décision ne soit prise.

5. Que les membres de la communauté universitaire, tant professeurs qu'étudiants ou administrateurs, puissent avoir librement accès à tout dossier les concernant directement dans les divers services de l'Université et qu'aucune décision ne puisse se fonder sur un élément qui n'aurait pas été préalablement porté par écrit à la connaissance de la personne concernée.

Puisque le rôle et le statut du Service de sécurité sur le campus semble peu ou mal défini, nous proposons:

6. Qu'un comité représentatif de l'ensemble de la communauté universitaire examine le rôle du Service de sécurité sur le campus et fasse des recommandations précises quant au statut et au fonctionnement de ce Service.

Etant donné que la composition actuelle du Sénat semble l'empêcher de jouer pleinement son rôle, nous proposons:

7. Qu'un comité soit formé pour étudier la composition et le rôle du Sénat et proposer les changements éventuellement jugés nécessaires à la Charte et aux règlements.

Ce comité devrait être formé conjointement par l'administration et l'ABPUM.

Voici donc le texte des recommandations que nous souhaitons voir l'ACPU transmettre à l'Université de Moncton. Nous pensons que

leur adoption permettrait d'améliorer sensiblement l'ambiance sur ce campus ainsi que de créer des conditions plus favorables à l'enseignement et à la recherche. Il nous apparaît aussi qu'un refus de les mettre en œuvre dénoterait une persistance de l'administration dans une voie résolument hostile au respect de la liberté universitaire et d'expression des professeurs et des étudiants qui justifierait un recours à la censure.

Recommendations du Recteur

Pendant que se menait l'enquête de l'ACPU, le Recteur a établi son propre comité d'enquête. Ce dernier a examiné à peu près la même série de faits. Même s'il les a couvert d'un vernis différent, il a néanmoins recommandé une série de changements assez semblables à ceux recommandés par les Prs Prujiner et Clark.

Le jour de la conférence de presse de l'ACPU tenue à Moncton, le Recteur a remis un communiqué aux médias. "L'Université, disait-il, va se donner la peine d'étudier le rapport en profondeur et sera prête à discuter des suggestions que pourra lui faire l'ABPUM." Le reste du communiqué justifiait la position de l'administration et s'attaquait à l'ACPU.

Recherche d'une entente

Malgré l'emballage, M. Donald Savage, Secrétaire

général de l'ACPU, a juge encourageante la décision de l'administration de mener des négociations avec l'association des professeurs sur les recommandations du rapport. A la conférence de presse, M. Savage et le Pr Prujiner ont dit que le rapport visait à faire avancer les choses en faisant des suggestions construc-

tives à la collectivité universitaire plutôt qu'en cherchant à jeter des blâmes.

Ils ont noté que l'université devait se choisir un nouveau recteur dans quelques jours et ont recommandé que tous les membres de la collectivité approchent le nouveau titulaire dans l'esprit positif et constructif du comité d'enquête.

Nouvel assureur pour la régime de l'ACPU

Des dispositions viennent d'être adoptées avec la Compagnie d'assurance Union Commerciale du Canada afin qu'elle prenne à son compte le Régime d'assurance biens professionnels de l'ACPU qui couvre l'équipement des membres servant à des fins d'affaires et professionnelles (livres, machines à écrire, ordinateurs, etc.).

Il couvre aussi l'équipement qui appartient à un tiers (université, collège, etc.) et dont ils ont la garde. Le montant de l'assurance demeure à \$10,000 par sinistre et la prime annuelle à payer par le membre est de \$50.

Une assurance semblable ajoutée à l'assurance "Propriétaires ou locataires" d'un membre coûterait de \$200 à \$300 par année et comporterait une franchise normale de \$200. Le montant déductible par sinistre dans le cas du régime de l'ACPU est de \$50.

L'assureur précédent, l'INA du Canada Compagnie d'Assurance a augmenté sa prime à \$50 par année à compter du 1er janvier 1985, mais a annoncé ensuite qu'elle se retirerait de ce genre d'assurance à la fin de février et n'accepterait pas d'autres demandes d'assurance après cette date. Tous les membres assurés par l'ancienne compagnie deviendront automatiquement assurés par la police de l'Union Commerciale quand le renouvellement de leur prime arrivera à échéance.

Les membres qui ont présenté une demande et un chèque de prime pour être assurés après février 1985 recevront un certificat de l'Union Commerciale de la part des Administrateurs de notre régime, la Kanata Consulting & Administration Inc., dès que les certificats seront imprimés.

acpu

Présente

Un Régime d'Assurance Effets Professionnels pour ses Membres

Protégez les effets professionnels qui vous appartiennent ou dont vous avez la garde

L'Association canadienne des professeurs d'université reconnaît le problème que pose à ses membres la possession d'équipement personnel servant à des fins professionnelles. Qui protège vos livres, microscopes, ordinateurs, porte-documents, machines à écrire, théodolites, etc. contre des dangers tels que le vol, l'incendie, l'humidité?

Vous avez également une "POLICE TOUS RISQUES" qui couvre tous vos effets professionnels chez vous, au bureau et, en fait, PARTOUT DANS LE MONDE. (La police couvre aussi les effets professionnels d'autres personnes dont vous êtes légalement responsable.) Cette protection n'est pas comprise d'ordinaire dans les polices d'assurances des propriétaires, locataires, universités et employeurs.

MONTANT D'ASSURANCE \$10,000
FRANCHISE PAR SINISTRE 50
COULEUR 50

Votre protection prend effet par réception de la formule d'adhésion et de votre chèque de \$25 à l'ordre de "KANATIA - ADMINISTRATEUR DE L'ASSURANCE DE L'ACPU". Les demandes d'adhésion, les chèques et la correspondance doivent s'adresser à:

KANATIA
Administrateur de l'assurance de l'ACPU
C.P. 3528, Succursale C
OTTAWA (Canada)
K1Y 4G1

Cette protection est souscrite par la Compagnie d'assurance Union Commerciale du Canada

A DÉCOUPER SUIVANT LE POINTILLE

DEMANDE D'ADHESION

Il est entendu que par signature cette demande d'assurance j'atteste que:

Cocher une case seulement

- a) je suis membre en règle de l'Association canadienne des professeurs d'université.
 b) je demande présentement à faire partie de l'Association canadienne des professeurs d'université.

VEUILLEZ REPONDRE AUX QUESTIONS ET APPoser VOTRE SIGNATURE

Nom
Adresse postale
N° et rue
Ville/Province
Code postal
Nom de votre université
Date de votre nomination
Nom de votre département
Date de votre adhésion à l'ACPU
Date de signature

SIGNATURE

La protection ne prendra pas effet avant que KANATIA ait reçu cette formule et votre chèque.

Avez bien soin de signer le formulaire et de joindre votre chèque de \$50 à l'ordre de: KANATIA - ADMINISTRATEUR DE L'ASSURANCE DE L'ACPU, C.P. 3528, SUCCURSALE C, OTTAWA, CANADA K1Y 4D1.